

The truth about plans for TasTAFE



Myths	The facts
Myth: TasTAFE changes are driven by ideology.	<ul style="list-style-type: none"> ✓ The Government is doing this to give Tasmanians the best chance of getting a job. ✓ Business and industry need skilled workers now and into the future. ✓ Tasmanians need training that leads to jobs and career pathways. ✓ A strong TasTAFE will support a strong Tasmanian community.
Myth: TasTAFE is being privatised.	<ul style="list-style-type: none"> ✓ TasTAFE is not being privatised and will be kept in full public ownership. ✓ It will remain a not-for-profit statutory entity. ✓ TasTAFE will not become a government business enterprise (GBE). ✓ The Government's investment in TasTAFE is increasing.
Myth: Staff will be lost and students will be worse off.	<ul style="list-style-type: none"> ✓ Every TasTAFE employee will transition to the new entity on 1 July 2022 and there will be no forced redundancies. ✓ Recruitment of 100 additional TasTAFE teachers is already underway. ✓ A contemporary employment framework and additional investment will improve educational outcomes for students.
Myth: There will be redundancies.	<ul style="list-style-type: none"> ✓ There will be no forced redundancies. ✓ Recruitment of 100 additional TasTAFE teachers is already underway.
Myth: TasTAFE will lose out to private training providers.	<ul style="list-style-type: none"> ✓ TasTAFE will remain the state's primary training provider and the centrepiece of vocational training in Tasmania. ✓ 80 per cent of all future skills funding will be invested in TasTAFE.
Myth: Course fees will increase.	<ul style="list-style-type: none"> ✓ Student fees won't increase by more than CPI for 2022. ✓ Course fees will remain low and continue to be heavily subsidised.
Myth: Staff will be worse off.	<ul style="list-style-type: none"> ✓ Transferring employees will retain the same salary and entitlements in existing Awards and Agreements. ✓ Permanent employees will remain permanent employees. ✓ There will be no changes to superannuation. ✓ There will be no changes to long service leave. ✓ Transferring employees' continuity of service will be recognised and honoured. ✓ Staff recruited to a role in the State Service within 5 years will be recognised for continual service. ✓ All transferring employees will be able to vote on new enterprise agreements, not just union members.

<p>Myth: Staff will have fewer workplace rights.</p>	<ul style="list-style-type: none"> ✓ The right to engage in industrial activities remains protected. ✓ The right to be free from unlawful discrimination remains protected. ✓ The right to be free from undue influence or pressure in negotiating individual arrangements remains protected. ✓ All TasTAFE staff will be able to vote on new enterprise agreements, not just union members.
<p>Myth: There will be fewer holidays under Fair Work.</p>	<ul style="list-style-type: none"> ✓ Transferring employees will have the same holidays as they do now.
<p>Myth: The changes could result in cuts to pay.</p>	<ul style="list-style-type: none"> ✓ Transferring employees will retain the same salary and entitlements in existing Awards and Agreements through Fair Work provisions. ✓ The <i>Fair Work Act 2009</i> provides take home pay protections.
<p>Myth: The changes could result in cuts to superannuation.</p>	<ul style="list-style-type: none"> ✓ There will be no changes to TasTAFE employee superannuation under either the defined benefits scheme or the accumulation scheme.
<p>Myth: More funding will fix the problem.</p>	<ul style="list-style-type: none"> ✓ Money alone won't fix the problem. ✓ Investment has been increasing but training hours have been declining. ✓ The Government has already committed an additional \$98.6 million in TasTAFE and guaranteed that TasTAFE will receive 80 per cent of all future skills funding. ✓ The changes are about making TasTAFE's business model more contemporary so that TasTAFE is a better place to work and learn.
<p>Myth: The model is similar to South Australia where the use of private training providers increased and training in regional areas declined.</p>	<ul style="list-style-type: none"> ✓ This isn't the South Australian model. ✓ TAFE SA is a public corporation (like a Tasmanian GBE) and does not employ staff under Fair Work. ✓ South Australia has created a more competitive market whereas TasTAFE will continue to receive 80 per cent of skills funding and access in rural and regional areas will improve.
<p>Myth: The move will lead to the employment of unqualified teachers.</p>	<ul style="list-style-type: none"> ✓ There is no change to the national qualification requirements for TasTAFE teachers. ✓ TasTAFE teachers will still need qualifications in training and assessment, literacy and numeracy and course design and assessment. ✓ TasTAFE teachers will also have to maintain and update vocational currency and to meet requirements of the Australian Skills Quality Authority.

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