

My comments relate to the following:

*Wage structures in the TAFE sector take no account of the relative scarcity of industry skills being sought. As a consequence, TAFE can find it difficult to attract and retain some VET trainers and assessors with particular industry skills without resorting to overaward payments, while other VET trainers and assessors may be paid more than is necessary to recruit and retain them as trainers and assessors.*

DRAFT RECOMMENDATION 7.3

***State and Territory governments should not have jurisdiction-wide industrial agreements for the TAFE sector. Current arrangements include caps on the use of casual staff, are prescriptive on hours to be worked in TAFE and encourage uniform wages and conditions. These have the effect of limiting the ability of TAFEs to respond quickly to changes in demand and disadvantage them relative to private RTOs. TAFE institutes should be able to select the mix of employment arrangements, supported by contemporary human resource management practices, that best suits their business goals.***

To encourage participation by experienced practitioner into the TAFE workforce, TAFE teachers/tutors/trainers should have recognition of their qualifications that are the core of their teaching.

TAFE institutes and private RTO's working under the NTIS should be regulated by a Federal body to bring consistency into Higher Education teaching.