

# Number 6 EB6 BULLETIN



QUEENSLAND  
TEACHERS' UNION  
OF EMPLOYEES

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November 2009

## EB settlement package to go to member ballot

### From the President and General Secretary

The Senior Officers, the Executive and the State Council have made a judgement that now is the time to put this settlement package to members. Ultimately members will decide!

We are under no illusions – this package (like previous EBs) could have been better, but we are charged with the responsibility of making hard decisions based on our expertise and experience.

The only choice other than accepting the package is to continue with arbitration, which would result in the package being withdrawn by the state government. This is a dangerous option.

**Steve Ryan**      **John Battams**  
President            General Secretary

### Membership to vote on EB package

On Saturday, 7 November, the QTU's State Council overwhelmingly passed a resolution to put a new EB settlement package to member ballot. In addition to the across-the-board 4.5 per cent (backdated to 1 July 2009), 4 per cent, and 4 per cent increases, this new package also provides:

- increases to beginning teacher salaries making them the nation's highest paid (\$56,900 per annum by July 2011, compared with \$48,829 in July 2009)
- the creation of a "senior teacher 2" classification, available from July 2010, and to be paid \$83,308 per annum by July 2011 – there will be no quotas on this new classification and the merit selection process will be as agreed to by the QTU
- an additional 2.5 per cent from July 2011 for principals and other classified officers (including HOCs, HODs, HOSES, deputy principals and guidance officers)
- a \$500 resource grant for all teachers from Band 2 Step 2 to Band 3 Step 4, to be paid from July 2010
- improved access to professional development and pro-rata vacation pay for some temporary teachers, with full summer vacation pay for those who have worked a full year.

Overall, the package goes a long way to achieving the QTU's clearly articulated aim to achieve interstate pay parity for Queensland state school teachers and principals.

In addition to these wage increases, the settlement package

**For details of your salary levels,  
see page 2 of this bulletin.**

includes a range of improvements to working conditions, such as an enhanced induction program for beginning teachers, streamlining of administrative procedures, and a requirement for the department to formally consult with the QTU on major initiatives, particularly with regard to teacher workloads. (For more details on the package, visit [www.qtu.asn.au](http://www.qtu.asn.au).)

### Why not wait for an arbitration decision?

The arbitration outcome is uncertain. While the QTU believes it has prepared a strong case, the decision of the Commission might be inferior to the current package. State Council decided to put the EB settlement package to member ballot rather than wait for arbitration through the Queensland Industrial Relations Commission (QIRC) for the following reasons.

1. The QIRC has already demonstrated a very conservative approach to teacher pay, awarding only 4 per cent in September as an interim pay increase.
2. The QIRC had made a decision in July to terminate the EB bargaining period and remove QTU members' right to take industrial action to further their EB claims.
3. The unknown and ongoing impact of the global financial crisis would be likely to negatively affect any arbitrated wage decision.
4. No decision could be expected from the QIRC before April 2010 at the earliest, leaving Queensland teachers at the bottom of Australia's pay scale.

### How would teachers be perceived if we rejected this offer?

Since the EB was referred to arbitration, our clear message to the government has been that it is not too late – you can solve this if you want – come back and make the QTU an offer.

The government has been forced to listen and an offer has been made. We now have a settlement package which has been significantly adjusted up from its original offer (\$132 million extra).

We have engendered significant support among the community, the media and many members of Parliament. If the settlement package is rejected we stand to lose this support.

*continued over*

**Ballot process:** Ballot materials will be forwarded to QTU Reps soon. You will have the opportunity to have your say. At the end of the day, QTU members will decide.

## What will I be paid?

The improvement in teacher salaries over the life of the agreement is measured by combining **the three EB6 increases and the annual salary increments** that teachers on the incremental scale receive on the anniversary of their employment.

**Example 1** A new teacher employed from the beginning of 2009 (Band 2 Step 1 on 30 June 2009) receives three increments and three EB6 increases totalling 31.8% over the three years of the proposed agreement.

**Example 2** A teacher at Band 3 Step 2 receives three increments (including accessing the current senior teacher) and three EB6 increases totalling 26.8% over the three years of the proposed agreement.

**Example 3** A senior teacher with four years on this salary level receives three EB6 increases and immediate access to the new senior teacher 2 classification for a 15.7% increase over the life of the agreement.

Classification as at 30 June 2009	You are here now → You will be here							Total % increase
	30 June 2009	1 July 2009	January 2010	1 July 2010	January 2011	1 July 2011	January 2012	
Band 2 Step 1	\$48,829	\$51,026	\$53,856	\$56,010	\$58,942	\$61,300	\$64,355	31.8%
Band 2 Step 2	\$51,537	\$53,856	\$56,675	\$58,942	\$61,879	\$64,355	\$67,424	30.8%
Band 2 Step 3	\$54,234	\$56,675	\$59,499	\$61,879	\$64,831	\$67,424	\$69,981	29.0%
Band 2 Step 4	\$56,937	\$59,499	\$62,338	\$64,831	\$67,289	\$69,981	\$72,549	27.4%
Band 2 Step 5	\$59,653	\$62,338	\$64,701	\$67,289	\$69,759	\$72,549	\$75,103	25.9%
Band 3 Step 1	\$61,915	\$64,701	\$67,076	\$69,759	\$72,214	\$75,103	\$77,807	25.7%
Band 3 Step 2	\$64,187	\$67,076	\$69,437	\$72,214	\$74,814	\$77,807	\$81,372	26.8%
Band 3 Step 3	\$66,447	\$69,437	\$71,937	\$74,814	\$78,242	\$81,372	\$81,372	22.5%
Band 3 Step 4	\$68,839	\$71,937	\$75,233	\$78,242	\$78,242	\$81,372	\$81,372	18.2%
Senior teacher	\$71,993	\$75,233	\$75,233	\$78,242	\$78,242	\$81,372	\$81,372	13.0%

## Teachers - new classifications:

Classification as at 30 June 2009	30 June 2009	1 July 2009	January 2010	1 July 2010	January 2011	1 July 2011	January 2012	Total % increase
New Band 2 Step 1*			\$52,317	\$54,410	\$56,010	<del>\$58,942</del>	<del>\$61,300</del>	11.0% #
Senior teacher 2	\$71,993	\$75,233	\$75,233	\$80,105	\$80,105	\$83,308	\$83,308	15.7%

\* New beginning teacher classification effective from 22 January 2010

\*\* over 24 month period

# Note: amended figures should read  
1 July 2011: \$58,251 January 2012: \$61,300  
and Total % increase: 17.2%

## Promotional positions:

Classification as at 30 June 2009		30 June 2009	1 July 2009	1 July 2010	1 July 2011	Total % increase
Heads of programs	HOCs ST2-1.3 Band 5/3	\$80,929	\$84,571	\$87,954	\$93,671	15.7%
	HODs/HOSES/GOs ST2-2.3 Band 5/5	\$85,012	\$88,837	\$92,391	\$98,396	15.7%
	HOSES/SGOs ST2-3.3 Band 6/5	\$89,296	\$93,314	\$97,047	\$103,355	15.7%
	HOSES ST2-4.3 Band 7/5	\$93,689	\$97,905	\$101,821	\$108,440	15.7%
Deputy principals	ST3-DSL1.3 Band 6/5	\$90,191	\$94,249	\$98,019	\$104,390	15.7%
	ST3-DSL2.3/3.2 Band 7/4	\$92,312	\$96,466	\$100,324	\$106,845	15.7%
	ST3-DSL3.3 Band 7/5	\$94,626	\$98,884	\$102,839	\$109,524	15.7%
Principals	ST3-SL1.3 Band 5/5	\$85,862	\$89,726	\$93,315	\$99,381	15.7%
	ST3-SL2.3 Band 6/5	\$90,191	\$94,249	\$98,019	\$104,390	15.7%
	ST3-SL3.3 Band 7/5	\$94,626	\$98,884	\$102,839	\$109,524	15.7%
	ST3-SL4.3 Band 8/5	\$99,625	\$104,108	\$108,272	\$115,310	15.7%
	ST3-SL5.3 Band 9/5	\$105,255	\$109,991	\$114,391	\$121,826	15.7%
	ST3-6.3 Band 10/3	\$111,414	\$116,428	\$121,085	\$128,956	15.7%
	ST3-7.3 Band 11/3	\$118,031	\$123,342	\$128,276	\$136,614	15.7%
	Executive principal	\$122,436	\$127,945	\$133,063	\$141,712	15.7%