



Temporary Teacher Communiqué



Issue No. 14 - 23 November 2017

Conversion of temporary teachers to permanency

The State School Teachers' Certified Agreement 2016 negotiated by the QTU again secures a clear process to support the continued conversion of temporary teachers to tenured status (permanency). The process is contained in a memorandum of agreement.

Eligibility

For the purpose of determining eligibility for review of temporary employment status under the memorandum of agreement:

- continuous service includes periods of supply employment where the total period of supply work does not exceed 20 per cent of the total period of employment within any one school year
- eligible non-continuous service will include a cumulative total of three years' service in the same role, provided that the breaks in employment do not exceed a total of three months during designated school terms in the previous three-year period.

Three months is defined as 60 working school days, excluding days which fall during the school vacation periods. Temporary teachers whose employment is reviewed under the MOA and who are eligible for conversion to tenured status will have the opportunity to identify any personal circumstances (exceptional hardship) that might affect their initial appointment, in accordance with the transfer guidelines. It should be noted that the three years' service is not required to be performed at the same school.

How will I be informed if I am eligible?

Temporary teachers who have been identified as eligible to receive an offer to participate in the process will be sent an email during the school term in which they become eligible.

Employees who are converted to permanency will be subject to the usual requirements for transfer in accordance with the teacher transfer guidelines, including the ability to identify personal circumstances (exceptional hardship) that may impact on their employment.

It is important to note that it is unlikely that the offer of permanency will be to a teacher's current school. There is also no guarantee that the offer of permanency will be to a neighbouring or nearby location. Offers of permanency may be made to areas outside listed geographic preferences. Providing a list of geographic preferences informs DET of where you would like to work, but DET is under no obligation to provide offers to these locations.

Temporary teachers who decline an offer of permanent employment will not have to be considered for conversion to permanency again until such time as required by the applicable directive (currently two years).



Temporary Teacher Communiqué



Why can't I stay where I am?

A condition of permanency is that permanent employees may need to be moved to fill vacancies anywhere in the state. This is a foundation of our transfer system and allows for movement across the state. This is a condition of employment for most government workers, including police and nurses.

While many find this prospect daunting to start with, most relish the experience they have had both professionally and personally.

Conversion to permanency process dates term 4 -2017

Term 4 – eligible teachers	
Actions	Dates
Invitation to participate in conversion process sent	23 October 2017
Response to invitation due	13 November 2017
Offer of placement (email/letter) sent to teachers (by regions)	Any time after 20 November 2017
Convene Compassionate Review Panel for term 4, 2017	Scheduled by 19 January 2018
Permanent offers to eligible teachers	
Actions	Dates
Applicant acceptance / rejection of placement**	14 days after receipt of offer

* Applicants who do not respond to the invitation to participate will be considered to have opted-out of the process and will be reconsidered again in 12 months. Late responses will not be accepted.

** Applicants who do not respond will be deemed to have rejected the offer of placement. These applicants may become eligible again following an additional period as per Public Service directives, providing eligibility criteria are maintained.

Timing of conversions is subject to change.

Have you updated your preferences on TAC?

Make sure you check your application preferences through the Teacher Applicant Centre (TAC). If your circumstances have changed, you will need to update this.

Vacation pay and student free days

During the 2010 Enterprise Bargaining process, the Queensland Teachers' Union negotiated for improved summer vacation pay for temporary teachers.

Currently, Clause 8.3 of the Department of Education and Training State School Teachers' Certified Agreement 2016 (CA) makes explicit temporary teacher entitlements to paid leave in relation to vacations, including the summer vacation.

There are three (3) types of payments that apply to temporary teachers for the summer vacation period.

- 1) Pro-rata (employees with continuing engagements for 2018):
 - Temporary teachers who have been engaged for the entire school year with some specifications applying.
- 2) Lump sum summer payment (LSSP) (an engagement for the next school year is not necessary):



Temporary Teacher Communiqué



- Temporary teachers who are rostered to work a minimum service period of 100 days in the school year and at least 10 days in temporary employment during term 4 or are employed for all of semester 2 are eligible for a LSSP payment for the summer vacation.
 - Entitlement is paid as a lump sum prior to the Christmas period.
 - Salary and loading will be paid on 20 December (fortnight ending 24 December).
- 3) Lump sum on termination (LSOT):
- Lump sum on termination is the cash equivalent of accrued annual leave and annual leave loading based on a notional entitlement of 20 days per annum.
 - LSOT will be paid on 20 December (fortnight ending 24 December).

For more information on entitlements over the summer vacation, please contact the Queensland Teachers' Assist Desk (QTAD).

Suitability rankings/interviews - what next?

The current interview for rating purposes is under review. The QTU has been seeking a statement from DET regarding this matter, and we have recently been informed that there is **no change** to the current departmental position regarding teacher suitability assessment interviews for the remainder of 2017.

What does this mean?

If you are in a region which has previously conducted interviews for suitability assessment ratings *in order to meet workforce demand*, this will continue to occur until at least the end of this year. The best way to determine if the region in which you conducted your final placement undertakes the interviews (or not) is to contact the relevant regional office.

It is important to note that employment (permanent, temporary and supply) can be offered **WITHOUT** a suitability rating.

For those considering future employment opportunities with DET, I would refer you to the [DET website](#). There are current vacancies which can be accessed under the Smart Jobs section of the DET website as well.

If you would like to discuss further, please contact the QTU.

QTU membership dues for permanent teachers – what's the difference?

Many members question why membership fees increase when a teacher becomes permanent. As a temporary/supply teacher, you currently pay a flat rate determined by the number of days that you taught in the state school system during the preceding year. The highest rate is three tenths (0.3) of one (1) per centum of the annual salary payable to a classroom teacher on the highest classification as at 31 October the preceding year. This is a reflection of the unstable employment that many of our temporary teachers face.

Permanent employees only pay 0.72 per cent of their annual salary in QTU membership fees, regardless of their pay classification. When you think about it as less than 1 per cent of your pay, which will only rise when your pay rises, you can see that it is a very fair fee.



QTU Information for contract and casual teachers

Temporary Teacher Communiqué



Regardless of the fees you pay, all QTU members are able to access the full range of our services, as well as access to our affiliate services Union Shopper and TUH.

Why stand alone when you can stand with 45,000 teachers in Queensland?

Need further information?

Queensland Teachers' Assist Desk (QTAD) – Got questions? We've got answers!

QTU members have access to the Queensland Teachers' Assist Desk for advice and support with general working conditions, pay, leave and other general enquiries. It is staffed from 8.30am – 5.00pm, Monday to Friday, and functions as a help desk. It is your go-to place for advice. Where particular expertise or further information is required, members will be referred to the appropriate officer of the Union. Online enquiries can be lodged at any time via the QTU website [here](#).

1300 11 QTAD (1300 11 7823)



WORKLOAD WEDNESDAY!

Check out the QTU Facebook page each Wednesday to get an update on your working conditions and current issues.

No Facebook? No problem!

Information is also posted to the QTU website:

<https://www.qtu.asn.au/workload-wednesdays>

No longer teaching? Don't forget to let us know!

If you are no longer teaching, or for some reason you need to cancel your membership, you must do so in writing to the General Secretary through qtu@qtu.asn.au

It is important to note that non-payment of your Union dues does not cancel your membership.

Authorised by:

Graham Moloney
General Secretary