

Queensland Teachers' Union
MEMORANDUM

To: TAFE Council

From: Vice-President

Date: 22 November 2023

Subject: **TAFE Council Branch Reports – 25 November 2023**

Please see attached the following branch reports from:

1. TQ Cairns Branch
2. TQ Eagle Farm Branch
3. TQ Gladstone Branch
4. TQ Fraser Coast Branch
5. TQ Online Branch
6. TQ Gold Coast Branch
7. TQ CQU Branch
8. TQ Nambour Branch
9. TQ Skillstech Acacia Ridge Branch

RECOMMENDATION:

THAT TAFE Council note the TAFE Council Branch Reports.



Leah Olsson
Vice-President

Cairns TAFE Branch report to TAFE Council

Date: 01 / 11 / 2023

Local Campaign Activity:

1. Branch members urged to discuss membership with non-members.

Branch concerns:

1. International and domestic travel - conditions, expenses, and allowances need reviewing
2. Work patterns of five days being mandated.
3. Long Service Leave - some staff being refused even though advance notice has been given.
4. Quality and timeliness of Master Product resources - many new courses have assessment, but no delivery resources (or guidance).
5. Many updated courses have much more assessment leading to increased workload on students and teachers. Clustering does not seem to be being done efficiently.
6. Concern around the Educational Team Leader (ETL) role and required duties.
7. Concerns raised about member rights when it comes to having meetings with management.
8. Concerns regarding duty-of-care and WHS. Staff have been reportedly reprimanded by campus Facilities team for administering first-aid and calling for an ambulance in emergency situations.

Branch Resolutions:

A resolution was made on the 30th of October by the Cairns branch that officers of the QTU raise the lack of a Cairns campus/GBRIMC emergency lockdown alarm with TAFE Queensland in order to provide effective measures and lock down communications. Measures could possibly be in line with Education Queensland procedures - ie. all rooms/classrooms should be able to be locked from the inside, a siren system (separate to fire alarm).

TAFE Council Representative: Chris Poppell

Eagle Farm TAFE Branch report to TAFE Council

Date: 2/11/23

Local Campaign Activity:

1. A team at the Eagle Farm campus went into a level 1 programming dispute. The manager in charge of that team was found to be working outside of the award regarding altering timetables and programs. This manager was also found to be operating outside of the award regarding teachers NCT/NAT/programmed time.

The team went into dispute on the 3rd of August. They are still finalising resolutions, but management have repositioned the BM and ETL involved to an ETL and teacher role at other campuses. It has been a long road for this team that affected them all mentally, but the strength of the team and union have come through for them. I can say they have had a win, but it is far from over. The level 1 dispute will probably end up going to level 2 as the team are not happy with some of the things that have come out of the 4 hour level 1 dispute meeting.

The team involved was extremely thankful of the QTU for their support throughout the ordeal.

2. I had to take an item to the LCC earlier in the year regarding printers. My staff room was without a working printer for over 4 months. Was given some resolution in September when they replaced the printer with a brand new one. However, they wouldn't service it (including paper) as it was under a different contract. So, the new printer technically couldn't be used unless we grabbed paper from other printers around the campus. In the end management placed a large paper order for the printer and will continue to monitor this them selves until the new contract on the new printers is active. Almost 6 months with multiple LCC meetings to get resolved. (I was away for a month which might have added to timeline)

Branch concerns:

1. A member in our last branch meeting has concerns that the EB negotiations are predominantly around wages. They would like a lot more around conditions in the future. Especially workload, flexibility, parental leave.
2. A foundation teacher believes the foundation position is very complementary however the salary is way to low to attract new staff coming directly from trade. They believe a teacher development program should be implemented.
3. A few members of the Eagle farm branch would be interested in doing level 1 rep training to help understand more about the union and too possibly take up union rep roles in the near future.

TAFE Council Representative: Troy Hall

CQU Gladstone TAFE Branch report to TAFE Council

Date: 25/11/2023

Local Campaign Activity:

1. A Branch meeting was held 24/10/2023 attended by 15 members and Dave Terauds.
2. Member Russell Bourne was able to announce good news on the teacher qualification front that with the assistance of Suewellyn Kelly at the last CQU JCC meeting. Approval had been given for a policy change to allow progression through the existing level 4 qualification barrier of VET teachers to senior teacher only with a Diploma of Vocational Education and Training or equivalent. This has yet to be ratified by the CQU Academic Board.
This is good news as it allows for the possibility of a teacher to progress without a degree or graduate certificate or graduate diploma. This with the new EB will give staff more incentive to make a career of VET Teaching.
3. A meeting with Glenn Butcher; Minister for Regional Development and Manufacturing and Minister for Water, Member for Gladstone has been scheduled for Friday 1st December. This is for feedback re the previous meeting and will be centred about the proposed new Federal/State funding models. Dave Terauds has agreed to attend. This should be a constructive meeting that will clarify some proposed funding models of interest to CQU and TAFE.
4. Our Branch has recently had 3 new members from the business team join the ranks.
5. ***Branch concerns: NIL***

Branch Resolutions: NIL

TAFE Council Representative: David McMillan

Fraser Coast TAFE Branch report to TAFE Council

Date: 07/11/2023

Local Campaign Activity:

1. Attracting new members.

Local members have been actively encouraging staff to join the QTU citing the benefits of membership and the wins we have achieved in the last 3 months.

2. Improving Staff/Student safety, particularly at the Maryborough Trade Training Centre (MTTC).

The MTTC has one unisex toilet for up to 60 students and 3 or more teachers on any one day. After querying, Management has agreed this is unacceptable and have agreed to rectify the situation prior to next year's delivery at the MTTC.

Branch concerns:

1. Class sizes for Trade Tasters and VETiS classes.

VETiS expanding to class sizes of 21.

2. Workload issues for teachers.

In particular adding more tasks (Admin etc.) to teachers already full workloads.

3. VOL concerns regarding delivery (In particular Cert II for Trades).

Delivery timeframes are being shortened and don't align to Master eTAS. There is no consistency across regions.

4. Teachers being instructed to do CONNECT training regardless of whether they use the product.

5. Assessments and Assessment Benchmarks being of poor quality or even unacceptable for new training packages. Current continuous improvement (CI) process is inadequate.

This is especially true for the new electrical training package. Some CI submissions have been submitted for over 6 months without response or rectifications done.

6. Teacher shortages are placing unfair burden on current teaching staff.

7. Members are asking for teacher representation on the committee looking at the frame work for external and online student's loads.

Branch Resolutions:

1. NIL

TAFE Council Representative: David Thomas

TQOL TAFE Branch report to TAFE Council

Date: 31/10/23

Local Campaign Activity:

1. The Business Team Programming Dispute is ongoing
2. A Branch resolution has been passed to initiate a new programming dispute regarding the payment of Overtime.
3. A Branch resolution has been passed to initiate a 'work to rule'. Educators will be asked only to complete 32 hours of work. This will leave thousands of students with no teacher. It is believed this is the only way to address the ongoing to address the health and well-being of TQOL staff regarding the consistent and unrelenting workload. Many teachers have been allocated twice the agreed workload.

Branch concerns:

1. Continuing concerns regarding the ability of TQOL Educators to access entitlements for NAT, Recreation Leave and LSL in line with face-to-face Educators]
2. The continued use of Senior Tutors doing exactly the same duties as Teachers – a money saving strategy by TQOL Management
3. The differences between teams in TQOL regarding the ability to access Overtime
4. The decision to alter the rate of Overtime paid from Contact overtime to Non-Contact Overtime

Branch Resolutions:

1. That the QTU TQOL TAFE Branch condemn the unilateral direction by senior management that all Overtime to be paid to TQOL educators is to be paid as NCT OT.
2. That the QTU TQOL TAFE Branch call on all teachers in TQOL work to rule in that programmed hours and discretionary time are not to be exceeded until management withdraw the unilateral direction that all Overtime is to be paid to TQOL educators as NCT OT.
3. That the QTU TQOL TAFE Branch condemn the demonstrable lack of understanding by senior management of the work and conditions of TQOL educators.
4. That the QTU TQOL TAFE Branch call on Senior management to immediately withdraw the unilateral direction that all Overtime is to be paid to TQOL educators as NCT OT.
5. The branch calls on officers of the union to communicate the resolution of the meeting to the general manager as of the conclusion of the meeting.

6. That the QTU TQOL TAFE Branch call on the branch executive to lodge a stage one programming dispute regarding the unilateral decision re NCT OT in the event that the direction is not withdrawn in 24 hours.
7. That the QTU TQOL TAFE Branch call on TAFE Queensland to recognise the actual Overtime worked by TQOL educators with a consistent approach to Overtime for all Educators at TQOL.
8. That the QTU TQOL TAFE Branch request the branch executive to call a meeting to discuss the matter of Overtime, negotiation and agreement with regard to programming and timetabling, the work and deployment of tutors and senior tutors, access to NAT and rec leave and PD and LSL in TQOL.

Passed at the meeting of 31/10/23

Update: Meeting held between senior management on Wednesday 1st November regarding overtime payment, where the following was decided: *all overtime paid and/or worked to date will not change and we are just looking at a solution moving forward that is in line with the Certified Agreement and provides consistency across TQOL teaching teams.* We are still waiting on the solution.

TAFE Council Representative: Paula West

TQGC Branch Report to TAFE Council

Date: 25 November 2023

Branch Campaign/Activities:

1. Workload Concerns raised by SG at the SBU meeting on 27/4/2023 which fell on deaf ears with TQ Senior HR personnel, are still ongoing.
2. Dire need remains to streamline master product content and reduce massive volume of assessment in an effort to stem overwhelming workload and stress levels on staff and students.
3. Need to monitor class size restrictions across institute with implementation of a hybrid delivery model at Southport in Health/ Nursing area after reports of huge October intake as reported to LCC for further investigation. Already signs that other programs will be pushed to follow hybrid model.
4. The TQ CCPS factsheet activity description details need to be clear and CCPS inconsistencies fixed.
5. With limited educator access to currency activities CCPS compliance is restricted by capped activity types which should be uncapped if relevant to program delivery, whilst myProfile should encapsulate previous 12 months currency activities.
6. Draft Half-Yearly Plan to comply with current TQ Educators CA 2019 clause 27.2 CA hasn't been implemented across all campuses.
7. The announcement for a further 300,000 free TAFE places from January 2024 to be shared between States, is also feeding attrition in new training packages with absolute beginner cohorts due to insufficient time overall and overwhelming assessment workload.
8. Concerns around where the course funding will be allocated, and which programs will miss out in 2024.
9. QTU membership growth is an ongoing challenge in times of higher inflation. Urgent need for reps on the ground at Southport and Robina.
10. The QTU's collective support for 'The Voice to Parliament' after it was defeated in the referendum, where to from here?
11. Conversations with members and emails to non-members promoting benefits of QTU Membership, whilst building relationships with current and new members is ongoing.

Branch Concerns:

1. An URGENT review of the training packages is critical to addressing systemic workload issues and to increase student completion rates.
2. Call for urgent action to address workload issues to streamline master product content and to reduce the sheer volume of assessment.
3. After reports of a hybrid delivery model with a huge October intake in the Health/ Nursing area (Southport) the matter was raised at October LCC for further investigation.
4. Access to relevant PD/IR is an ongoing concern for educators to maintain currency.
5. Yearly plan not implemented across all TQGC campuses.
6. A proposal for an underpinning Cert IV skillset in the ICT area has been delayed due to time to register to obtain funding.
7. Which courses will get funding for 2024?
8. Urgently need QTU reps at Southport and Robina!
9. The "Voice", where to from here?

BRANCH RESOLUTIONS FOR CONSIDERATION BY TAFE COUNCIL ON SATURDAY – NIL

Scott Green TAFE Council Representative (TQGC)

CQU Queensland Central TAFE Branch report to TAFE Council

Date: 25/7/23

Branch concerns:

- Questions and concerns regarding CQU Draft EB21.
 - With the new salary structure of Senior Teacher, concern whether the Teachers which fall in this category will have the choice to accept the additional duties / higher duties.
 - Furthermore, concerns surrounding the nature and onerousness of those duties.
 - Concern also surrounds whether Comms will be open and transparent from the School about the changes to structure and Salary changes within the new agreement.
 - Questioning of why the ETL Positions don't require a higher Teaching Qualification whilst the Senior Teacher and LVT Roles do.
- Continued Recruitment failures in sourcing VET Educators.
- The SOT Management are at a loss in terms of developing new strategies to recruit. Major Stakeholders and Clients of the School are losing patience with the School not being able to service Commercial Contracts and fulfill Block Training.
- Recent Resignations of VET Staff still concerning and perpetually ongoing.
- Critical shortage of VET Educators across many not all trade areas in SOT. 28 Vacancies across the School, with little success in filling these positions.
- The Normalisation of extensive programmed overtime for some teams without consultation is occurring.

Branch Resolutions: Nil

Branch Business:

- A meeting with all QTU Members of CQU via TEAMS with TAFE Organiser David Terauds took place on Monday the 17th of July 2023, to raise questions and concerns and discuss matters within the CQU Draft EB21. The Meeting was a success, with Members by in large supportive of the work of the QTU in the SBU and the Enterprise offer that has been tabled for CQU VET Educators from CQU.

Campaigning: Nil

TAFE Council Representative: Andy Abbas

Nambour TAFE Branch report to TAFE Council

Date: 21/11/23

Local Campaign Activity:

1. Yes campaign conversations in staffrooms and corridors, participation at yes events

Branch concerns:

1. East Coast TAFE **'Pausing' delivery of massage qualifications**, affecting two teachers. Pausing is not an industrial term we are familiar with, teachers are being offered a separation payment much same as redundancy. One has been on a contract for 7.5 years and one has been on a contract for 3 years.
2. Recently, at East Coast a teacher was sent an email from a former student containing an inappropriate image which the teacher found to be very distressing. The teacher was extremely disappointed in the response from management, and is seeking to improve processes around **reporting and responding to sexual harassment within TAFE Q.**
3. **Plumbing team programming dispute** currently at stage 2. Educators are Disputing 28 in a class, ETL undertaking programming activities, NO yearly plan in place and no delivery timetables in place for 2023 or 2024.
4. **Still no resolution to VETiS class size issue** raised in LCC - Recently, VETiS class caps have increased from 14 to 20 students. The increases to class sizes were implemented without any additional educational staff being programmed and without any consultation with the teachers who are impacted by this decision. Practical activities are restricted to 14 students for safety. Now that class sizes have increased to 20, 6 school-aged students are being required to remain in classrooms unsupervised whilst workshop activities are being undertaken (then rotated). In a similar manner, students are left unsupervised undertaking practical activities while the classroom students require attention from the teacher. VETiS Teachers from all delivery areas are informally raising this issue. Electrical and automotive teachers report that the situation is impacting on students completing practical assessments. Teachers are asking management to work with them to find a healthy balance between sustainable student numbers and quality training and assessment delivery. Management are determined to increase class sizes in the region, believing that it will increase profitability, yet the cost to quality might be too great.
5. Despite clauses in industrial instruments and the Qld government employment security policy, only 63% of East Coast educational staff are permanent employees of TAFE Queensland. Admin staff have a much higher rate of secure employment at 79%. A number of members in the Nambour branch who have completed two years of service and have been considered for permanency in 2023 have been denied permanency.
6. UEE30820 assessments and assessment practices: **update: Nambour Branch member has been removed from the PLC and LMA pages on Microsoft teams. Teacher was not informed** as to why just went in and found he was no longer a member. The removed teacher happens to be the PLC chair for the region and it is on their LVT agreement to be the PLC chair. How can they do the work if they are excluded from the meeting channel? How is this even possible? Electrical teachers raised concerns in the PLC and to the LMA regarding

the inadequacy of the assessments developed for the new training package. The assessments contain errors, and teachers have been directed to use them as is, and to wait until validation occurs to make the necessary corrections. Educators have perceived the development of the materials for the new training package as a process-driven assessment development model devoid of educational insight. Most of the new created master product assessments contain errors. Individually, teachers are currently either making changes to improve the assessments or using them in their current version and telling the students the answers to the poorly worded or incorrect questions. This is not the intent of master product, which is supposed to enable a consistent approach across the state.

In 2020, the PLC created a “ PLC Agreed Assessment Process” for electrical . The document outlined benchmarks for what constituted the need for a “resit” (less than 75% of questions answered correctly) of a knowledge test and what constituted the need for a ‘fix-up” (more than 75% of questions answered correctly) after a review for correctness and alinement to the UEE Training Package requirements on assessment. The process document gave clear guidelines around benchmarks which were applied consistently around the state. This process document is no longer able to be used, yet no consultation or agreement occurred within the PLC to remove the process guideline. TAFE Queensland recommends that exams apart from the Capstone should be “open-book”, but how can an assessor determine that a learner is absorbing the knowledge, developing the skills and combining the knowledge and skills if there is no formative assessment and the test is open book?

Would a model with more educational oversight deliver a more usable and compliant product for teachers and students to use? The Nambour TAFE branch makes the following recommendations:

- Review all assessments for compliance to ASQA and TQ requirements in relation to the information provided to the student and assessor for an assessment.
- Follow the Training Package assessment information, in particular, for unit assessment access is required to applicable documentation including workplace procedures, regulations, codes of practice and operation manuals.
- Remove the blanket open book exam directive.
- Reinstate the 2020 PLC Agreed Assessment Process after a review for correctness and alinement to the UEE Training Package requirements on assessment.
- Ask questions of Portfolio Product Lead, LMA, Quality staff as to why these issues have been allowed to occur.
- Ask teachers from other Vocational Training Areas whether there are similar issues with Master Product assessment

Branch Resolutions:

Passed at the meeting of 21/11/23

THAT the Nambour TAFE branch calls on officers of the QTU to write to John Tucker requesting that TAFE Queensland create and distribute a ‘first responder’ resource and associated training to assist managers and other staff in supporting employees impacted by sexual harassment and other unprecedented events in the workplace.

Carried unanimously

Argument

We have processes around sexual harassment from current students and staff, yet we do not appear to have a process in place around sexual harassment of teachers by former students. A recent event saw a teacher emailed inappropriate material from a former student (who had completed course one month before). The manager did not know how to support the employee and had to call HR who then had to call Corporate Office. Nambour TAFE Branch feel that we could do a better job of supporting educators in circumstances like this that sit outside of the usual rules and operating procedures.

The below motion was held at August Council due to good faith bargaining occurring. Nambour Branch needs to know that Di Farmer is aware of the below ongoing issues within TAFE Qld.

Passed at the meeting of 22/06/23

1. That the Nambour TAFE branch calls on officers of the QUTU to communicate the concerns of the branch to Minister Farmer regarding:

- Lack of negotiation and agreement with educators about educational planning
- Lack of strategic focus in educational planning
- Lack of planning for growth in student numbers
- Lack of support for workforce development
- Inadequate and insufficient resources to deliver
- Declining educational quality due to increasing class sizes and reductions in delivery hours
- Lack of educational quality due to moving trades foundation blocks online

Carried unanimously

Arguments

Teachers are integral to the educational planning cycle. Their knowledge of their vocational training area and their training package should inform the planning process.

Increasingly at East Coast TAFE, managers are making decisions about planning without negotiation with and agreement of educators. This is resulting in poor outcomes for students and educators (room too full with students, not enough equipment, not enough time to rotate all students through a practical activity and so on).

There no longer appears to be a strategic plan for future training within the region. For instance, the transition to renewable energy might be supported by offering TAFE courses to help retrain the workforce. To do so would require equipment, facilities, technology which needs to be planned for. If this strategic planning is occurring it is not being shared with teaching teams.

Branch Resolutions for consideration by TAFE Council must be received by the Executive Secretary four days before the date of TAFE Council. If the resolutions are not received by the required date, they will be referred to the next meeting.

TAFE Council Representative: Eloise Gallagher

QTU Skillstech Acacia Ridge Branch report to TAFE Council

Date: 13 November 2023

Local Campaign Activity:

1. Recruitment, STAR QTU Branch meeting asked members to approach a non-member within their team to join.
2. Know your working conditions.

Branch concerns:

1. Teacher shortage, even though the shortage of teaching staff generates overtime, these continual extra hours of work are creating a grinding burden on staff and lessening the development of resources.
2. The poor state of Master product and the failure of continuous improvement.
3. Business managers inventing working conditions, i.e. discretionary time having the be recorded, in line with the new CA.
4. Team based working agreement.

Branch Resolutions: Nil.

TAFE Council Representative: Chris Hungerford, Branch President.