



**Elissa Ferguson**  
**QTU Organiser -**  
**Metro West Logan**

## January 2018

Hello and welcome back to school. The QTU's organisational areas changed in January, resulting in a change in Organiser for some schools across Brisbane, Logan and the Sunshine and Gold Coasts. I will be responsible for members located in the QTU's 'Metropolitan West Logan' region. Your school is part of this newly formed region. I have been an organiser for the QTU since 2015, working in North Queensland prior to joining the QTU team in Milton. I am looking forward to working with you in Metro West Logan. As we head into the 2018 school year I wish you a successful and rewarding year.

## 2018 Agenda

The QTU has already met with the new Education Minister, Grace Grace, to outline our members' priorities. These priorities include (but are not limited to):

- Highly Accomplished and Lead Teacher classifications – to be finalised and ready to commence in 2019 (see below for more detail)
- Promotional Positions Classification Review (PPCR) – to be finalised in late 2018 ready to inform EB9 negotiations in 2019 (see below for more detail)
- Preparations for Enterprising Bargaining (EB9)
- Job security – maximisation of permanent employment
- TAFE and VET in schools – re-establish and fund vocational education appropriately
- Human resources issues – attraction/retention, RAIS, teacher housing, transfer matters and part-time work
- Workload and wellbeing – workload matters, occupational violence, WH&S matters, online abuse of teachers, DV matters and LGBTIQ matters
- Students with disabilities – matters related to NDIS, ECDPs, AVTs, GOs and the WSS-SSR model
- Aboriginal and Torres Strait Islander education – PD and curriculum support

## NAPLAN campaign

For the latest information on the NAPLAN directive, go to the [QTU website](#).

## Recruitment

**Please remember to encourage new teachers to join us!!** We are strong when we stick together. The link to join online is [here](#), or call 3512 9000 and ask for membership. If you are a school union rep or manage your school's induction program for new teachers, please ensure that membership of the union is included in your program. The 'union encouragement clause' in our Certified Agreement supports this being included in induction.

## Workload and Wellbeing

Workload matters continue to place pressures upon QTU members, however appropriate steps should be taken to manage these matters at the school level. **Please ensure that any workload issues or significant changes in practice for teachers are progressed meaningfully via the school's Local Consultative Committee (LCC).** Resources (and links) which outline industrial agreements and expectations which can assist you at the school level include:

- [Planning, preparation and differentiation](#)

- [Collegial engagement in classrooms \(classroom observations\)](#)
- [Purpose and use of data in schools](#)
- [Annual teacher performance review \(ATPR\) process](#)
- [Class Sizes](#)

If you require some assistance with workload matters or in establishing or reviewing your LCC protocols and practices, please do not hesitate to contact me. **It is an industrial requirement that all schools with more than 20 staff have an LCC which meets on a termly basis.** Other on-line links related to workload, on-line safety for teachers, DV matters, and other topics can be accessed here: [Staying Well](#).

A number of enquiries have arisen regarding before-school and 'open-door' policies. Please be aware that it is not a requirement to undertake these duties. Please contact the QTU if you have any questions regarding this issue.

### Industrial Matters

The review of the promotional classifications structure is proceeding. Thalia Edmonds, one of our Industrial Advocates, will be off-line for six months to finalise our position on this matter. In addition, she will be developing the 'value of role' submission for the Industrial Relations Commission for the new Highly Accomplished and Lead Teacher positions. To top things off, the end of this year will see further consultation with members, as we head towards another Enterprise Bargaining year in 2019. We will keep you up to date with how you can provide feedback into this process as the year progresses. Click the links below for the latest information on:

- [HAT and Lead teacher roles](#)
- [Taking the lead: national certification of Australia's best teacher.](#)

If you have been acting in higher duties over the last two years, further information is contained on our website [here](#) to determine whether you might be entitled to back pay for Christmas vacation periods.

### Information and Advice for QTU Members can be found in these places:

- **Website**

An online 'go-to place' with an extensive catalogue of [brochures and basic guides](#)

- **Queensland Teachers' Assist Desk (QTAD)**

QTAD staff are able to take your queries between 8.30am – 5.00pm, Monday to Friday on 1300 11 7823. Online enquiries can also be lodged with QTAD at any time via the website [here](#).

- **Organiser or other QTU Officers**

You can make contact with me (Elissa Ferguson) on 0459 855 075 or [organisers@qtu.asn.au](mailto:organisers@qtu.asn.au) and with other officers of the union on 3512 9000 or via [qtu@qtu.asn.au](mailto:qtu@qtu.asn.au)

### Training Dates

QTU officers are available, upon request, to facilitate training as part of your school's professional development program. This includes mandatory training, student protection, LCC training and induction processes or something more tailor made. Call 3512 9000 to arrange.

Workshops will also be advertised on the QTU website [here](#).

### Branch meeting dates (Term 1)

Dates and venues for branch meetings can be accessed on the QTU website [here](#).

**Elissa Ferguson | Organiser Metropolitan West Logan**

Queensland Teachers' Union

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