

DoE and QTU Joint Communiqué:

Promotional Positions Classification Review (PPCR)

The *Department of Education and Training State School Teachers' Certified Agreement 2016* committed the Department of Education (DoE) and the Queensland Teachers' Union (QTU) to reviewing the classification structure of promotional positions within Queensland state schools.

The objective of the review was to inform DoE and QTU during enterprise bargaining negotiations, which are due to commence in early 2019.

To deliver on the commitment, DoE established the Promotional Positions Classification Review (PPCR), guided by a governance board and supported by a working group comprising members from DoE and QTU.

During the PPCR, DoE gathered feedback from a wide range of internal and external stakeholders, gained a clear perspective of issues related to contemporary promotional positions and classification regimes and identified potential future classification structures. Many staff members provided their time and shared their experiences during the review and this input assisted greatly when developing potential options for principals and all other promotional positions in state schools.

Potential options to reform the principal classification structure that were identified during the PPCR can be grouped into three broad approaches using:

1. enrolments, with thresholds varied to address contextual differences between schools (existing approach);
2. enrolments, with consistent thresholds supplemented by loadings to address contextual differences (i.e. complexity factors) between schools; and
3. resources managed by the principal as a measure incorporating differences between schools in terms of their enrolments and context or complexity.

The first approach uses enrolments as a proxy for the work value of the principal's position. To help recognise that school type and contextual complexities of schools can change the relationship between enrolments and the position's work value, this approach does not use a consistent set of enrolment thresholds in classifying principal positions. This approach is currently used to classify principals in Queensland state schools.

The second approach is similar to the first approach, using a school's enrolment information to determine the principal classification level. However, rather than varying the enrolment thresholds to address the complexity as in Approach 1, a loading for complexity would be applied to supplement the principal's base remuneration.

The third approach calculates a measure of the total resources, both human and financial, allocated to the school and managed by the principal to determine the position classification level. This approach would use a consistent set of resource thresholds because the department's needs-based resourcing models, such as WSS-SLR, SWD and I4S, result in allocations that account for contextual complexities between schools.

Each classification system approach can also accommodate all other promotional positions by anchoring them relative to the ascribed principal roles.

Before the end of 2018, DoE delivered its commitment and shared with the QTU the PPCR findings and benefits and challenges of potential classification structure approaches.

This information will provide invaluable direction in shaping any future promotional positions classification structure to be agreed between the department and the union.

Next Steps

With the PPCR concluded, the next stage of this process will be to explore potential new promotional position classification structures, and the associated remuneration attached, as part of the next teachers' certified agreement.

To that end, DoE and the QTU will continue to meet regularly during the first half of 2019 with a view to reaching consensus about future directions.

In addition to identifying an agreed future promotional positions classification structure, transition arrangements to any new or future classification structure will also be subject to EB negotiations.

DoE and the QTU will continue to work together in good faith to reach in-principle agreement concerning any future reform of the classification structure and transition arrangements.

If promotional position holders have further questions about the review they are encouraged to visit the QTU's PPCR page, www.qtu.asn.au/ppcr, or DoE's PPCR page, <https://intranet.qed.qld.gov.au/about/PrioritiesandInitiatives/promotionalpositionsclassificationreview>.



Graham Moloney
General Secretary
Queensland Teachers' Union



Dion Coghlan
Assistant Director-General
Human Resources
Department of Education