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## Term 1, 2020

Welcome back to Term 1! I hope that Logan Redlands QTU members have had a positive and productive start to the year. A special welcome to the teachers and school leaders who are new to the area too.

## January QTU Newsflash

In case you missed it, the first QTU Members' Newsflash went out during the student free days and can be accessed [here](#). It featured:

- QTU priorities
- the Workload Advisory Council and workload submissions
- an update on workers' compensation on excursions.

## Student free days - out and about in Logan Redlands

During the student free days, we were privileged to join many schools in the area to support Code of Conduct training, share QTU information and invite new members to join. It was great to be out working with our school leaders and teacher members so intensively during this period. Throughout the year, we always look forward to invitations to deliver supportive sessions in workplaces around topics such as "Consultation in the workplace", "Understanding your working conditions", "Avoiding legal pitfalls" and assertiveness, as well as chances to share QTU news.



## Avoiding pitfalls

One advantage of the QTU face-to-face delivery of training during student free days is that we are able to share current issues and examples so that our members are better able to protect students, department resources and themselves professionally and legally. Members can access the QTU resource "Avoiding pitfalls for teachers and school leaders". Further advice regarding common pitfalls can be accessed [here](#).

## Some reminders about mandatory training

Mandatory training is an "inherent requirement" of working for the Department of Education, and as such it should occur during work hours.

- It is the usual practice for schools to maximise student free days to allow teachers the time to complete mandatory training.
- An alternative is for mandatory training to be completed in personal time, **but only** where it is in lieu of work hours (counting towards flexible student free day hours).
- In some cases, it may be necessary for schools to provide additional time during working hours.

Be aware that any new employees to DoE should do the full mandatory all-staff training (not just the refresher) within a week of their start date.



## Supervising pre-service teachers' payment – A QTU WIN

Many members in the area were involved in the QTU "Claim and Complain" campaign aiming to increase the pay rate for the supervision of pre-service teachers. The "claim" component encouraged members to ensure that they claimed their supervisory payments, while the "complain" element involved a letter-writing drive to the universities pointing out the inequities and injustice. After lengthy negotiations, the universities have agreed to increase the rate from \$21.05 per day to \$30 per day in 2020, and \$34 per day in 2021. This is momentous given that there has been a freeze on increases since the 1992. In 2020, Queensland teachers will receive the second highest daily rate in the country, and by 2021 Queensland teachers

will be on par with our NSW counterparts. The agreement was only reached because of pressure from members and the decision of QTU State Council to consider a boycott of supervision, if necessary. This is an important reminder that there is strength in numbers and that when members join together behind a common cause, we can achieve great things. Well done to those QTU members who contributed to this campaign.

### Invite a colleague to join the QTU

We are strong when we stick together. The beginning of the year is a perfect time to invite new colleagues to join you in committing to a strong voice for our profession. [Join online here](#) or call 3512 9000 and ask for the membership section. 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.

### Connect with your Union on Facebook

Now is the perfect time to remind members in your school that Facebook is a quick, easy and informative way to connect with their union! Our "Workload Wednesday" posts are particularly popular! [Click here.](#)



### Workload Advisory Council

The new certified agreement contains a range of measures aimed at managing workload and maintaining it at an acceptable level ([click here to see the workload clauses](#)). One such measure is the establishment of the Workload Advisory Council – a combined union and department body that will collect information about what is causing workload pressures for our teachers and school leaders, as well as propose workload reduction initiatives. Submissions will be invited by the department in the first half of the year.

If members believe that some of their workload issues are being caused by the region or at the systemic level, attendance at a branch meeting ([click here for branch meetings](#)) to raise these issues on the agenda with colleagues across other schools could be an appropriate starting place. This may be the perfect way to see if the issue is a shared one and whether a group could be formed to create a submission for the Workload Advisory Council. Preferably, the QTU would like to support submissions from groups of employees, e.g. school staff, a network of specialist teachers, a cluster of schools, in order to best demonstrate that the issue is not school based but is appropriate for the council to consider.

To help identify workload problems that may need to be addressed at your workplace, check out the workload entitlements checklist [here](#). Further suggestions for reflecting on workload management and reduction can be found on the most recent "Workload Wednesday" post on [Facebook](#).

### Local consultative committee

Every school that has more than 20 employees is required to have a local consultative committee (LCC). The LCC is a combined union and management committee responsible for effective "change management" within the school. How this is achieved is inherent in its name – through *consultation*. To assist QTU members, we have created a list of some examples (see below) of possible agenda items in our publication 'Consultation (A QTU Guide)'. Further information can be accessed via our guide located [here](#).



#### Term 1 examples

- Consultation re: the initiation of the annual performance review in the school
- Consideration of converting workplace reforms to permanent reforms
- Initiation/implementation/evaluation of workplace reforms
- Conversion of staff allocation to TRS
- Consultation re: school reporting processes, including timing of parent/teacher interviews and mid-semester reports
- Consultation re: system of collegial engagement in classrooms

### Events & Training Dates for Term 1

A range of courses and seminars are offered in Met Central and surrounding areas each year. There is usually a mix of offerings appropriate for teachers, school leaders and Workplace Union Reps. The list of training and seminar dates and locations for semester 1 is currently being finalised but some examples are listed below. An updated list will be available [here](#) soon.

<b>Event</b>	<b>Date</b>	<b>Location</b>
QTU Union Reps Conference 2019	Friday 6 March	Brisbane Convention and Exhibition Centre, South Brisbane
Union Reps Training (Level 1)	Tuesday 17 March	Springwood
Union Reps Training (Level 2)	Friday 22 May	Springwood
Union Reps LCC Training	Friday 27 March	Logan
Know Your Working Conditions Seminar	TBC	TBC

### **QuEST – high quality professional development and training**

The QTU offers a range of high quality professional development opportunities for teachers and school leaders across Queensland through QuEST. These exciting programs are open to all members and, as a not-for-profit initiative, QuEST aims to keep professional development affordable. We have been receiving excellent feedback regarding the face-to-face and online programs that are available. The offerings include:



- BlackCard Cultural Capability Training
- Reconnecting to Learning – Understanding the Traumatized Child
- Classroom Profiling
- Schools That Deliver – Leadership Masterclass
- Supporting Teacher Wellbeing.

*More information about face-to-face and online courses can be accessed [here](#).*

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