What’s in the claim?

The EB9 Log of Claims was endorsed by QTU State Council in November 2018. The claim was developed following extensive consultation with members at workplace, branch and area council levels. A copy of the claim is attached.

What happens now?

The QTU has sent a letter to the Department of Education requesting that bargaining commence. A schedule of meetings to resolve the claims of the parties for EB9 has also been requested (Note: to date, the QTU has not received a log of claims from the department). The parties must also agree to a set of good faith bargaining protocols, which is a set of guidelines under which both parties agree that they will:

- meet for negotiations on dates agreed by both parties
- advise the other party as soon as possible if unforeseen circumstances prevent them from attending on an agreed date;
- consider and respond to proposals made
- provide, on request, information that is necessary to support or substantiate claims or responses to claims made
- continue to bargain on other matters that need agreement if deadlock is reached on a particular issue
- not do anything that is likely to undermine the bargaining
- refrain from capricious or unfair conduct that undermines freedom of association provisions or collective bargaining.

What’s in the letter?

On 30 January 2019, letters to commence bargaining were sent to the Education Minister, the Treasurer, the Premier and the Director-General. The letters address the need to commence bargaining early given the large number of issues that need to be resolved. In addition, the letters included copies of the draft good faith bargaining protocols and a draft affidavit in relation to equal remuneration, which is a requirement of legislation.

Finally, the QTU noted the intention to apply for scope orders to include senior guidance officers and regional sports officers into the Teaching in State Education Award – State 2016 and the removal of community education counsellors from the said award.

In addition, the letter requested that the outcome of the bargaining process be a bargaining award rather than a certified agreement.

What’s a bargaining award?

Many of the certified agreements in state government agencies are occupationally based agreements which have followed the traditional occupational awards rather than being agency or enterprise-wide agreements. Rather than having two very similar industrial instruments covering the same group of employees, similar in content, all agreed conditions and wage increases would be rolled into one award by consent – the bargaining award. Scheduled wage increases will occur the period of the award and the nominal expiry date of the award in a manner like a certified agreement.
Why did the QTU ask for a bargaining award instead of an agreement?

A ‘bargaining award’ could simplify the procedural arrangements required when maintaining two documents containing the wages and conditions of employment of the same employees.

One of the key priorities for EB9 is PPCR, which was meant to be finished by the end of 2018. Where is this up to?

As committed to in the current Department of Education and Training State School Teachers’ Certified Agreement 2016, the Promotional Positions Classification Review (PPCR) was completed at the end of 2018.

The objective of the review was to provide DoE and QTU with information to inform the enterprise bargaining negotiations that are due to commence in early 2019. This information was provided to the QTU through a report that was received in late December 2018.

- The PPCR report offers three options for principal classification structures (and related structures for other promotional positions) based on all the information gathered.
- The report is a department document. **The QTU has contributed to it but does not agree with or endorse all the comments.**
- There are no salaries attached to classifications. That is a matter for EB negotiations.

Possible classification structures

The development of potential future classification structures was the final main component of the review.

Options provided in the report were created by first focusing on developing a classification structure for principals. Other promotional positions were then aligned, based on the relativities considered appropriate, using information collected in the other review stages.

The potential classification structure options can be grouped into three broad approaches.

**Option 1:** Standard enrolment thresholds for each band/level which are reduced depending on the level of school complexity.

**Option 2:** Standard enrolment thresholds for each band/level plus an additional salary loading based on the complexity score.

**Option 3:** Structure based on thresholds of total recurrent resources managed (staffing, grants, but **NOT** property or assets) with complexity issues addressed through higher resource allocations to schools.

Decisions about the promotional position classification structure, and associated wages, will be the subject of negotiations during bargaining for a replacement certified agreement.

What should members be doing?

A positive outcome is achieved from enterprise bargaining negotiations because of the willingness of members to be involved in the campaign. Members are encouraged to look out for Facebook and web posts that focus on the key elements of the EB claim (commencing late February/early March) and participate in activities as the negotiations progress. Organisers and Officers will work with members so that we achieve positive outcomes through the process.