

For QTU members in promotional positions



5 April 2019

Welcome to the fifth edition of the QTU PPCR update. To receive a copy of future communications please make sure your contact details are up to date with the QTU at www.qtu.asn.au/myQTU.

Since the last PPCR Update on 14 March, the QTU has continued discussions with the department around both the PPCR and EB9. QTU officers have also been speaking to members around the state about the PPCR report, the analysis, and the PPCR resolutions passed by QTU State Council on 9 March.



Education leaders worth more

The QTU's message to the government, your employer, is that our school leaders are worth more! This EB, it's time for the government to deliver - not just a 21st century classification structure for promotional positions, but salaries that demonstrate that value and worth.

#SchoolLeaders #WorthMore

It is important to highlight again the following points.

- The PPCR Report released on 21 December 2018 is a department document and is not endorsed by the QTU.
- Parity between sectors is a principle that should be addressed in negotiations.
- There will be pay increases for all members and no QTU member will be financially disadvantaged.
- None of the three options are acceptable in their current form.
- There should be no contracts, or even s122 agreements.
- A number of principal positions in specialised settings (e.g. OEECs, detention centres, hospital schools) are not properly evaluated using this methodology and will need to be dealt with separately.
- There are a number of specialised positions that will also need to be considered in this way, such as the members in charge of residential campuses or regional school sports officers.
- The full list of PPCR resolutions from Council (9 March) can be found in the March edition of the PPCR Update [here](#).

For QTU members in promotional positions continued

Next steps

Detailed negotiations on a replacement classification structure will commence in the very near future. If you have an observation or suggestion beyond what has been included in QTU updates, they can be forwarded by email to ppcr@qtu.asn.au

A formal salary claim for an increase in addition to the standard 4.5 per cent per annum has not yet been decided by QTU Executive or Council. You may have seen a Courier-Mail article about grammar school principal salaries this week. The QTU undertook a similar analysis last year. Together with interstate rates of pay, this will be considered in formulating a claim.

The QTU has spoken at a number of forums with a range of members affected by the review. The process from here, subject to the negotiating position of the department, will likely be:

1. to establish a “spine” of salary classifications for secondary, primary, special P10 – 12 and SDE principals and other promotional positions
2. to determine a process for allocating distinctive positions like EECs and OECs, detention centres, hospitals and others to classifications
3. to review evaluations of guidance positions and sports officers to ensure fairness in the final classification structure.

The initial objective is to have in-principle agreement by 30 June (the expiry date of the current agreement), or 31 July (the last date for which the government will agree to a 1 July date of the first increase). Updates on negotiations, both generally and for PPCR, will be distributed to members progressively.

Member meetings to consider the progress of the negotiations and a ballot to consider industrial action will be held in June, in part because of the impact of the winter school vacation.

To find out more about PPCR and other important information, visit www.qtu.asn.au/ppcr for a range of resources and updates.

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