



**QTU Organiser
Ben Vercoe**

Term 4, 2020

Welcome to the final term of 2020. I am hopeful that it can be a smooth term that takes us to the end of what has been a year unlike any other.

End of Term 4 and SFD in 2021

In the [18 September Newsflash](#), you would have seen the latest information on outcomes of negotiated actions to address workload, including outcomes on the **early start to the holidays in December** and the **25 January Student Free Day** being able to be used to offset additional time worked outside of rostered duty time (like open nights, meet the teacher evenings or school fetes for example) and NOT for professional development. It also includes a link to the initial agreed statement on workload reductions. These developments (particularly the 25 January SFD) will need to be considered at the LCC before the end of the year.

Members vote for NAPLAN Ban

During September and early October, the QTU held a ballot for QTU members in regard to NAPLAN. At the close of the ballot earlier this week, more than 94 per cent of the more than 8,000 members who participated voted to ban NAPLAN in all its forms. While we acknowledge that the ballot return is lower than usual, the decision of members participating in the ballot was clear – NAPLAN must go.

In accordance with the ballot outcome, Executive decided to issue the following directive:

All QTU members are hereby directed to cease all activities associated with the National Assessment Program – Literacy and Numeracy (NAPLAN) for the remainder of 2020 and the 2021 school year.

For further information on the NAPLAN ban please click [here](#).

**Please note that this directive applies to all QTU members, irrespective of whether they participated in the recent ballot. The QTU's message for the past few years has been clear – NAPLAN in all its forms must go.*

QTU Legal Seminars for Members

Legal seminars for members have been an integral benefit for QTU members for years now. Whether you think you will ever need to use the QTU legal service or not, these seminars outline protective behaviours for all educators, as well as information that you need to know before making the important everyday decisions of our profession.

Accessing QTU legal seminars has never been easier! Due to COVID-19, the legal seminars planned for 2020 were postponed. Instead, we are providing all financial QTU members with the opportunity to access legal seminars online. The legal seminars will be accessible via a webinar for the next three months.

The webinar is presented by the Union's lawyers in three parts:

1. Defamation – consequences and meaning
2. Q & A discussion – criminal and disciplinary proceedings
3. WorkCover.

Members can access the webinars on the QTU website. You will need your username and password. If you are having trouble, type in <https://www.qtu.asn.au/legal-seminars>. Once registered, you will be able to send questions to Holding Redlich. Holding Redlich will provide the QTU with the names of participants so that the Union can send them a copy of the Teachers and the Law kit and relevant CPD recognition. The webinar is only accessible to financial QTU members – another reason to be a member of the QTU!



Occupational Violence – Recognise, Report, Respond resources launched!

The QTU have been at the forefront of ensuring members recognise, report and respond to occupational violence when it occurs in their workplaces. Resources, including individual and staff training modules, pocket information guides, as well as resources from both the department and QTU, are available on the QTU website at www.qtu.asn.au/occupationalviolence (members will need to login).

Department of Education Metro - Injury Hotline

The Metro Region is trialling an injury hotline to provide schools and employees with support when an employee is injured at work.

What is the injury hotline? The injury hotline provides immediate access to medical advice, as well as support to book an appointment with a doctor for treatment, when a staff member is injured at work.



Who can call the hotline? It is preferable that a rehabilitation and return to work coordinator (RRTWC) or your manager initiates the call while you are present, and that a speaker phone is used so you can hear the advice. A registered nurse will triage your symptoms, provide medical treatment advice and book an appointment with a doctor if required. The nurse will then provide the RRTWC with the details of the recommended treatment so that they can best support your health, safety and wellbeing in the workplace.

Health and Safety Representatives (HSR) in Schools

Members should be aware of their entitlements to a health and safety representative (HSR) in schools. The Workplace Health and Safety legislation sets out that each “work group” within a workplace is entitled to a HSR. More detailed information on this role can be found on our brochure at <https://www.qtu.asn.au/bradhsr-qtad>. This role is particularly relevant in light of our occupational violence and class sizes in practical subjects’ campaigns. Members or work groups interested in this role can contact the QTU for further resources and assistance.

Job-sharing trial available now – Metro secondary schools only

There has been a recent trial to *make job sharing easier* within schools. The Job Sharing Platform trial is an election commitment to implement flexible working practices for teachers and school leaders, including those managing family responsibilities.

The Job Sharing Platform trial provides an online tool to support employees in identifying and considering job sharing partnerships. The trial will run for 12 months from June 2020 until June 2021. Secondary schools in Metropolitan Region, Cairns and Townsville can opt into the trial at any time during this period. Permanent teachers and staff in school leadership roles are eligible to participate.

We encourage participation on the Job Sharing Platform from secondary teachers and school leaders who are:

- seeking promotion
- transitioning to retirement
- returning from parental leave pursuing flexibility in working arrangements.

The Job Sharing Platform will:

- provide a quality method to develop connections between job sharing partners by leveraging existing skills and resources; and
- deliver schools and staff an innovative tool to assist with planning to meet future workforce demand.

The Job Sharing Platform will allow secondary teachers and schools to:

- identify matches with job sharing partners with similar work styles and availability
- create a joint CV, collating both job sharing partners’ information
- speak with principals about job sharing possibilities in their current school
- send the joint CV to regional office for consideration.

Unless you are a Principal who wants to job share, there is no expectation that you will be required to use the Job Sharing Platform. Please continue supportive Flexible by Design conversations. To see resources, case studies, videos and updates from across the state, join the Job Sharing Online Community. To find out more about the trial, email weallbelong@qed.qld.gov.au.

Branch Meetings in Term 4, 2020

Branch meetings are continuing this term for members to remain connected to the QTU and democratic structures continue to be accessible for members. I encourage as many members as possible to attend. Please contact me if Zoom presents technical issues for you. After trialling technology, we are exploring having a 'hybrid-style' meeting where members can remotely connect to a face-to-face branch meeting.

Branch	Date/Time	Location/Format
Inala District	8 October, 4.00pm	Zoom (remote)
Macgregor Rochedale	14 October, 3.30pm	Zoom (remote)
East Brisbane	15 October, 3.45pm	Zoom (remote)
Runcorn / Sunnybank (combined)	22 October, 3.45pm	Zoom (remote) Hybrid?
Wynnum	26 October, 3.45pm	Zoom (remote) Hybrid?
Camp Hill / Mt Gravatt (combined)	29 October, 4.00pm	Zoom (remote) Hybrid?

Ben Vercoe | Metropolitan South Organiser

Queensland Teachers' Union

T: 07 3380 5000 | M: 0439 782 235 | F: 07 3512 9050

E: springwood@qtu.asn.au | W: www.qtu.asn.au

Suite 1/14 Carol Avenue, Springwood, 4127.