

# North Queensland

## Union News FOR QTU MEMBERS



### Term 3, 2018



**Paul Waters**

**QTU Organiser -  
North Qld**

#### **Fair Funding Now – Campaign Update**

Recent workplace ballots across the state have taken place and demonstrated overwhelming support for the goals of the FFN campaign (see details of the campaign and results [here](#)). A big thank you to all the QTU workplace reps in the North Queensland region for giving their time to ensure rank and file democracy for QTU members.

If you haven't done so already, please make sure you show your support and keep updated on the campaign by signing at: <http://www.fairfundingnow.org.au/>. If you'd like to get involved in the local activities we will be undertaking in the lead up to the Federal Election, please contact me.

#### **Enterprise Bargaining – Preparing for EB9**

From July 1 this year, we enter the final year of the three-year term of our last Teachers' Agreement. This sees the final pay rise of EB8 implemented and more pay rises in excess of state government wages policy due to QTU negotiation. It also sees a teaching position crack \$100,000 for the first time, with Experienced Senior Teachers now on \$101,000. You can see new salaries on our [website](#).

Over the coming semester, we will be providing opportunities for members to feed into our planning for the next EB 9. Keep any eye out for EB branch meetings and other opportunities to have your say on what you would like addressed in our next agreement along with items like the Promotional Positions Classification Review.

#### **Spread of full time Salary Scales as of 1 July 2018**

*First year teachers salary*  
**\$70,081**



*Experienced Senior Teacher Salary*  
**\$101,000**

## **QTU Noticeboard Competition!**

Do you have a designated area in your school for QTU News and information?

**Let's get the creative juices flowing and do a revamp of the QTU noticeboards!**

Schools are required to provide a space for union news in a common area. We have great prizes for the best noticeboards in the area. The winners will be showcased in the next newsletter. Please send a photo of your school's QTU noticeboard along with the name of your school and the members involved in creating the masterpieces.

Send photos to [twn@qtu.asn.au](mailto:twn@qtu.asn.au)

Entries close on Friday 10<sup>th</sup> August.



## Principal Union Representatives

There are a number of Principal Union Representatives in each QTU region who can be a contact point and source of advice for other principals and deputy principals in their area. For your information, the following are Principal Union Representatives in this region:

# Principal Union Reps

Joel Buchholz	Principal Pimlico SHS
Kendall Seccombe	Principal Millchester SS
Louise Wilkinson	Principal Heatley SS
Stephen Paulger	Principal Mackay SHS

It is a long-held belief of the Queensland Teachers' Union (QTU) that the interests of all in the teaching profession, and the students in state schools, are best served by a union covering principals, other promotional positions and classroom teachers. The interests of all in providing the best possible education for students and in secure, healthy, well-paid, professional employment are overwhelmingly common. Where there is tension between interests, those tensions are best discussed and resolved in the forums of a union that recognises and balances sometimes divergent interests of different groups of members.

The QTU is the only organisation that is recognised and authorised to represent the industrial interests of teachers, including principals and others in promotional positions, and has a proud history of doing so. Only the QTU as an organisation is entirely independent of government in representing the interests of its members. Obviously, there is room for a few other Principals to assist our current reps and spread the workload. If you are interested, please feel free to ring Paul Waters and have a chat.

## Health and Safety Representatives wanted

New legislation ensures greater significance is given to proactively consulting workers on matters related to workplace health and safety (WHS). The QTU strongly encourages members to elect a HSR and a deputy HSR, as these positions have strong legislated rights. The Department of Education too states that the "HSR role is important for consultation and departmental workplaces are encouraged to elect a HSR."

Further, the department notes that: "the HSR fulfils a different role to the health and safety advisor (HSA), which is an appointed position. However, these two positions can work well together to gather information and expertise, and improve health and safety at your school or workplace. A HSR is of particular benefit at workplaces with fewer than 30 employees as a point of contact both for staff and the manager."

The Work Health and Safety and Other Amendment Act 2017 (Queensland) emphasises the importance of the health and safety representative (HSR) position and mandates that workplaces must provide paid release and paid training for elected HSRs and their deputies.

The Work Health and Safety Act 2011 (Queensland) details the employer's obligations to consult with workers affected directly by a work health or safety matter. If the workers are represented by a health and safety representative, the consultation must involve that representative.

As an elected role, the HSR does not need qualifications or experience. The workplace is obligated to provide the HSR and the Deputy HSR with the initial five days training and then annual refresher training.

An HSR is not personally liable for anything done or not done in good faith. For more specific information please consult the [QTU Health and Safety Rep Brochure](#).

Safe Work College is a preferred not-for-profit provider and is offering the following course in Semester 2, 2018.

Health and Safety Representative 5-Day (Queensland) Course

Mackay 6 August 2018

Safe Work College is also offering a one-day refresher training [click here](#)

### Union Representatives Conference wrap

Eighty school union reps gathered at Rydges Southbank on Friday, 27<sup>th</sup> July 2018. All senior officers were in attendance, with a presentation from Sam Pidgeon on the release of QTU's response to the ongoing NAPLAN debate being a highlight. Workshops were presented by regional organisers, Paul Waters, Gill Armit and Kelly Creedon on the important topics of campaigning and recruitment. A major focus emerging from the Conference was the purpose and use of data in schools. In particular, it is clear that many NQ schools do not have a data plan approved by their LCC. Contact your regional organiser for details on how you might approach that process, and the implications for "data walls".

### Training & Branch Meeting Dates for Term 3

The Union offers a range of courses and seminars focusing on supporting its members by developing skills in a variety of areas through QTEC and organiser run training. For QTEC training dates for Semester 2 click [here](#). Further Organiser led training will be communicated via email.

<b>Event</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
<i>Behaviour management seminar</i>	Thursday, 30 <sup>th</sup> August, 2018	9.00 am to 3.00 pm	Jezzines room, RSL Townsville
<i>Navigating the Industrial landscape</i>	Tuesday, 4 <sup>th</sup> September, 2018	12.00 pm to 3.00 pm	Flight room, RSL Townsville
<i>Navigating the Industrial landscape</i>	Wednesday, 5 <sup>th</sup> September, 2018	12.00 pm to 3.00 pm	Mackay QCU meeting room, 41 Brisbane St. Mackay

**Branch meeting dates** can be accessed on the QTU website [here](#).

**Paul Waters | North Queensland Organiser**

Queensland Teachers' Union

T: 07 47226400 | M: 0408 771694 | F: 07 47226450

E: [townsville@qtu.asn.au](mailto:townsville@qtu.asn.au) | W: [www.qtu.asn.au](http://www.qtu.asn.au)

Office 4, 15 Palmer Street, South Townsville. 4810

PO Box 5622, Townsville 4810

Authorised by Graham Moloney, General Secretary, Queensland Teachers' Union, 21 Graham St, Milton Q 4064