

Department of Education and Queensland Teachers' Union of Employees Joint Communique
June 2021

Workload Advisory Council – key areas of focus for 2021

The Workload Advisory Council (WAC) has been progressing [key areas of focus for 2021](#). After review and careful consideration of the 800+ submissions, the Department of Education and the Queensland Teachers' Union (QTU) have developed a deep understanding of workload concerns at a school, regional and systemic level.

The parties agreed to the following key areas of focus for 2021:

- Senior Assessment and Tertiary Entrance (SATE);
- Information Communication & Technology (ICT);
- Human Resources (HR); and
- Student Behaviour.

SATE

A WAC key focus working group will be progressing a summary of the 800 WAC submissions regarding Senior Assessment and Tertiary Entrance (SATE) with the Queensland Curriculum and Assessment Authority (QCAA) to be considered in the context of the post-cycle review. The aim is to reduce the volume of QCAA training, improve the notice provided for training and raise awareness of demand on teacher time during assessment periods. Both parties will continue to raise matters with the QCAA in addition to workload concerns.

In an effort to ensure exams are occurring in rostered duty time and staff are not required to work outside normal school hours, the department will undertake an analysis of school start/finish times.

Both the department and the QTU will explore with the QCAA, the possibility of allowing schools to share assessment items to facilitate the QCAA creating a bank of assessment materials, to assist in the reduction of workload, (reducing the necessity to build assessments).

ICT

A WAC key focus working group will provide communication on the new ICT platform, with support continuing to be provided during the transition to the new ICT platform, effective from 2022. The department and the QTU are committed to reducing workload associated with the new system when it goes live. By continuing The Learning Place until mid-2022, any potential workload impacts can be minimised. It is anticipated that there will be reduced workload associated with the new ICT platform, when it goes live.

To aid our school leaders and teachers to manage workload:

- the department continues to investigate and confirm capability to transfer existing content to QLearn; and
- the department to progress remote access to MyHR in alternate workplaces.

Every effort continues to be made to minimise communication with teachers and school leaders on weekends and school vacations.

HR

The WAC key focus working group have enabled an extension to the timeline for completion of the Management Foundations Training until the end of September 2021.

Throughout 2021, the department has committed to reviews on:



- Mandatory All Staff Training (MAST);
- the Annual Performance Review (APR) process; and
- Managing Unsatisfactory Performance (MUP) processes.

Additionally, the department will develop managing challenging employee behaviour resources and work in an ongoing way, with the Office of Public Guardian and the Queensland Ombudsman to clarify and address common complaints.

The department continues to drive the School Budget Solution (SBS) Credit and Usage Automation and Day 8 Automation projects, with a focus to remove the administrative burden in the collection of student enrolment information and individual manual transactions in SBS. This enhancement will reduce an estimated 160,000 manual entries, returning the equivalent of 7,300 workdays to schools and regional users.

To assist workload management at the local level, resources will be made available on how a Local Consultative Committee should consult and consider new initiatives.

Student Behaviour

The department's Complex case support (mediation service) continues to expand. Throughout 2021, further resources and training will be developed, delivered and tailored to each region on topics of highest need. Additionally, an optional template will be developed and released to assist Principals with documenting human rights considerations.

The WAC will continue to progress and monitor the focus areas of 2021.

Further, updates will be provided as the WAC progresses key priorities for 2022.



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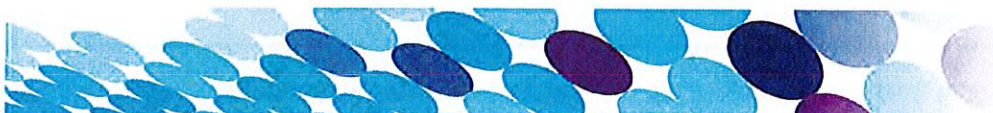
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