

Fair Funding Now!

How do people like us get involved in the Fair Funding Now campaign? Simple! Start small if you like or go large if you think you have it in you.

I remember my first 'Do your block for Gonski' activity. I walked the streets of Middle Park with my Chapel Hill State School colleagues. It was a great way to get into the outdoors with some friends and spread the word about fair funding. This 'start small' activity got me primed for the next steps: parades, market stalls, political lobbying, phone banking.



2018 Redcliffe Markets – QTU activists
Kath Simon, Kerree Brodie



2015 Charters Towers Markets – QTU activists
Gill Armit, Emily Murphy, Anthony Johnson

Coming up is the weekend of national mobilisation on 17/18 November. Can you help? Just let me know via organisers@qtu.asn.au:

- 1) Activity type (letterboxing/door knocking/community engagement stall etc)
- 2) Location (venue/meeting point for activity type)
- 3) Date and Time

FFN! EVENT: STRATHPINE MARKETS

Saturday 10th November 7.30am.

Join me!! Email organisers@qtu.asn.au for details. 😊

Remember, your involvement can be as small

or as large as you like! Just let me know your thoughts and whether I can assist in any way. Oh and don't forget to show your support by signing up at <http://www.fairfundingnow.org.au/>

Metro Central Christmas party

Wednesday 21st November, 4.00pm at the Paddo Tavern.

Food and drinks provided. 😊

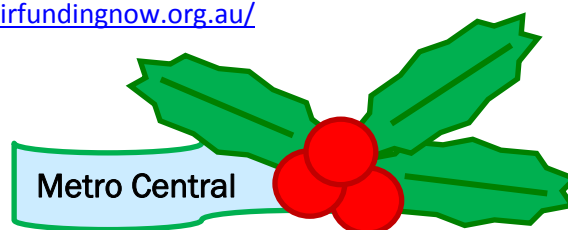
Come along and celebrate all things MCAC with ME!!!

Higher duties outcome

At the end of term three, the QTU was advised that a successful outcome had been reached in relation to the **payment of higher duties over school vacations**. Following negotiations with the department and Minister, the QTU was informed that the clauses in the Teaching in State Education Award take precedence over the new directive. This means heads of program and school leaders currently acting in higher level positions will be paid the higher duties allowance over the school holidays. Back payment of the higher duties allowance that was not paid over the winter holidays will occur in coming pay cycles.

QTU member workload survey

This survey is currently being conducted for the Union by ACER and will close on 10 November. **Have you completed the survey yet?** If you did not receive a copy of the survey and are interested in completing it, please forward your name, membership number and email address to the QTU (qtu@qtu.asn.au). We will forward it to ACER, which will send you an email with a unique link to the survey.



New member offer

Metro Central has been smashing it in recruitment...I am so proud of all of you!! During term four, we are offering non-members the chance to join the Union for just \$40 if they opt to pay by direct debit or credit card (conditions apply). Please encourage any non-members to join today at <https://www.qtu.asn.au/join>.

Arts Specialists in Schools

Q. How does the Primary Arts Curriculum impact on music specialists?

A. Recently, the QCAA report recommended that three out of five art subjects be taught in P-6, at least one visual arts subject and one performing arts subject plus one other, either visual or performing. The department have decided to make a combined arts subject available in C2C. A combined subject will make it easier for the general classroom teacher to teach different elements of the arts, however the teaching of music must continue to be taught by the music specialist as they (along with PE and LOTE teachers) are specifically funded in school budgets to provide non-contact time for classroom teachers in primary schools. If a school chooses to require a teacher other than the general classroom teacher to teach the other strands of the arts subject, it would need to employ an additional teacher, as **music specialists are employed to teach music** and cannot be required to teach other subject areas unless they would like to implement all strands.

Music specialists

There seems to be some confusion around Music Specialists in schools being turned into 'Arts Specialists'. There are a few things to consider if you are coming across this:

1. There is no such thing as an 'Arts Specialist'. It is not a recognised term under the Teaching in State Education Award or the Certified Agreement and therefore is not an actual position. You can't advertise for an 'Arts Specialist' because EQ don't employ 'Arts Specialists'.
2. **A Music Specialist is employed under the Award provisions for Specialist Teachers and therefore is required to teach music, not The Arts.**

That said, if a school chooses to 'top up' their allocation of a teacher who is a Music Specialist, they may use that teacher for other classes/lessons.

For example: Macy Music is employed as a Music Specialist in a State School. The music allocation to the school based on student numbers is 0.7 FTE. The school decides to fund Macy an extra 0.3 FTE so that she is at the school full time. The school may choose which subject/classes Macy may teach for the extra 0.3 provided that Macy gets her full allocation of release time as outlined in the QTU document: [Timetabling Issues for Teachers – A QTU Guide](#).

Enterprise Bargaining – Preparing for EB9

Consultation in workplaces occurred between 20 August to 12 September. QTU members voted on several resolutions and gave their feedback about the EB draft claim. It was determined that **PPCR, workload, and gender pay equity will be the three key elements of the EB claim** (97 per cent in favour). Additionally, members were asked to rank the following issues in order of priority, resulting in:

- | | | | |
|----------------|---------------|------------------------|--|
| 1. Class Sizes | 2. NCT | 3. Part-time | 4. Incentives for rural and remote locations |
| 5. Permanency | 6. Allowances | 7. Professional issues | 8. Workplace health and safety |

The next stage is for a draft claim to be considered by members at branch meetings in the first four weeks of term four. These branch meetings will provide members with the opportunity to consider the outcome of workplace meetings and ask questions regarding the final draft claim, prior to its consideration by State Council at its meeting on 3 November. The claim will then form the substance of negotiations when these commence in 2019. For the latest update on EB please see the Members' Newsflash [here](#).

Workload and Wellbeing Awareness Month WWAM

In November we will be celebrating WWAM! What can you do in your workplace to acknowledge and address workplace and personal issues relating to your workload and wellbeing? Please send me some photos and a short blurb about what you are doing in your workplace.

IDEA!! **Completing the survey could be the first action you take during the QTU's WWAM (Workload, Wellbeing and Assertiveness Month).**



LCC - suggested topics for term 4, 2018 and term 1, 2019

Every school is required to have an LCC if you have more than 20 employees. The LCC is the local consultative committee, a union/management committee responsible for effective change management within school. How this is achieved is inherent in its name – through consultation. **To assist schools, we have created an example program with suggested LCC topics.** Some suggested topics for the end of 2018 and the start of 2019 are listed below to assist schools. Further information can be accessed via our guides located [here](#).

Term 4 2018	Term 1 2019
<ul style="list-style-type: none"> • Establish/review bus and playground duty roster for following year • Review length and timing of meal breaks for following year • Conversion of staff to TRS • Review system of collegial engagement in classrooms • Review planning processes in school • Initiation/implementation/ evaluation of workplace reform • OHS • I4S proposals • Establish/review agreed processes re: staff meetings 	<ul style="list-style-type: none"> • Consultation re: the initiation of the annual performance review in the school (evaluation/review after 12 months) • Consideration of converting workplace reforms to permanent reforms • Initiation/implementation/ evaluation of workplace reform • Conversion of staff allocation to TRS • Consultation re: school reporting processes, including timing of parent/teacher interviews and mid-semester reports • Consultation re: system of collegial engagement in classrooms • OHS

Training & Branch Meeting Dates for Term 4

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 are listed [here](#). Further Organiser led training are listed below and will be communicated via email. Flyers will also be posted on the [Metro Central webpage](#). Branch meeting dates are listed [here](#).

Finally, goodbye and thank you



This will be my final newsletter as your Metro Central Organiser as Natalie Meyer will be returning to the role in 2019. I will be heading back to Bounty Boulevard State School to once again take up the fight as a Union Rep, a role I hold dear to my heart!

I must say a huge thank you to all of you for the work that you do in your workplaces for and with members.

I have loved meeting so many new faces in schools and at branch and area meetings, as well as training events and State Council. The passion for the profession and the union is sky high in Metro Central which warms my QTU heart no end.



I look forward to crossing paths with my new Metro Central friends in the not-too-distant future. 😊

Gill.

Gill Armit | Metropolitan Central Organiser

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