

## For QTU members in promotional positions



7 December 2018

Welcome to the second 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](http://www.qtu.asn.au/myQTU)

### Completion of the PPCR

As committed to in the current Department of Education and Training State School Teachers' Certified Agreement 2016, the Promotional Positions Classification Review (PPCR) is nearing completion.

The Department of Education is on target to provide the PPCR report to the Queensland Teachers' Union (QTU) **by 31 December 2018**. The report will outline the:

- review methodology;
- findings from the fieldwork components, including consultation, jurisdictional benchmarking and work value assessments; and
- potential future classification structures.

The QTU can advise that three broad approaches to the development of potential classification structures were identified during the review. There can be grouped by the main inputs they use:

1. enrolments, with thresholds varied to address contextual differences between schools (existing);
2. enrolments, with consistent thresholds as a base that are supplemented by loading to address contextual differences between schools; and
3. resources managed by the principals as a single measure incorporating differences between schools in terms of their enrolments and context or complexity.

Information contained in the report, such as benefits and challenges of each potential structure, will provide valuable insights and evidence to both the department and the QTU for consideration during forthcoming enterprise bargaining negotiations in 2019. The report will not identify a preferred classification structure or attach salary reference points to the potential structures because this will occur during those negotiations.

The QTU will provide an analysis of the report and options as quickly as possible after the report is received, subject to holiday delays.

### Our school leaders are “worth more”!

So as the PPCR nears its completion date, the QTU is preparing to ramp up its campaign to ensure that its school leader members, including all in a promoted position, are properly recognised for the incredible work they do – you truly are “worth more”!

We are particularly focusing on your expertise as:

- system/workplace leaders
- educational leaders
- community leaders.

Our school leaders ensure student and teacher safety and wellbeing, they multi-task, they manage crises, and they lead student, staff, parent and community engagement. Our schools are so much more than bricks and mortar - they are the heart

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## For QTU members in promotional positions continued

of their communities, and consequently our education leaders must also play an important role in the local community, state education community, national community and international community.

Our education leaders are not “just” managers but also strategic leaders who mentor, support, consult, empower, and build capabilities. Queensland state schools continue to go from strength to strength, because we invest in the development of our teachers and exercise professional autonomy.

**To help us demonstrate to our communities and politicians why you really are worth more, we want to hear from you.**

Do you have a story about what being a school leader involves?\* Please email [services@qtu.asn.au](mailto:services@qtu.asn.au)

*\*Content you provide may be edited and used for publication on the QTU website and social media to further our campaign.*

## The Promotional Positions Classification Review (PPCR): The way forward...

The PPCR is due to be completed by 31 December, at the latest. Upon completion of the review, the QTU and the department aim to reach agreement on an equitable and transparent classification structure for all promotional positions.

The department has been reviewing a number of different promotional classification systems across the country. Once a classification system has notionally been adopted, modelling is required, firstly to identify anomalies in the system, and secondly to look at the grouping and banding of positions and the thresholds for changes. In the early 1990s, this involved the development of at least ten models before one was finally agreed and adopted. Another similar process is likely to be required for deputy principals and those in heads of program positions.

If agreement is reached in relation to the structure, the next step will be implementation, including transition arrangements. Part of this body of work will be resolved within the context of enterprise bargaining. Finally, issues around salary will need to be resolved. Engagement by members is crucial if we are to achieve salary outcomes commensurate with the value of the various roles across the breadth of the classification system.

## More information

- An important part of the review has been the evaluation of the value of the work performed by school leaders. The department is required to undertake job evaluations using the Mercer work evaluation system as a public service-wide requirement to provide some consistency in evaluations, but the system is far from infallible, as this [article](#) explains.
- No one knows how much the role of school leaders has changed over the past 25 years better than school leaders themselves. Several have had their say in recent Journal articles. Find out more in the [October](#) and [November](#) editions.
- The QTU's dedicated page for information on PPCR [www.qtu.asn.au/ppcr](http://www.qtu.asn.au/ppcr)