



**Gill Armit**  
**QTU Organiser -**  
**Metropolitan Central**

## Term 2, 2018

### Labour Day

Labour Day is an annual event which celebrates the achievements of workers across Australia. It recognises that only with continued vigilance, solidarity and non-complacency can we keep and improve on the wages and conditions won by union members.

Join your Union and get involved in your local Labour Day celebrations. Bring along colleagues and family members for a great day out. The QTU website has details for all [Labour Day activities](#) in your area.



### NAPLAN – Another chance to have a say

Thank you to those members who have already accessed the QTU NAPLAN survey and provided feedback about the impact of NAPLAN in their classroom and schools and how they view the test. A comprehensive response to the survey will help the QTU to tell the story of Queensland teachers and school leaders as we continue to advocate for a review of the testing regime at the federal level.

As a result of QTU members voting in large numbers in the NAPLAN Online ballot last year, the QTU was able to take industrial action banning NAPLAN Online. The QTU survey offers another important opportunity to voice your opinion regarding various aspects of NAPLAN. The [NAPLAN online survey](#) is now open and will close soon. It should take around five minutes. For more information have a look on the [QTU website](#).

### New QSuper insurance products and possible lower premiums



QSuper is the first superannuation fund in Australia to establish its own insurance company, QInsure. It commenced operating on 1 July 2016 and new insurance products for accumulation members were also introduced from that date. QSuper accumulation members were sent information about the new insurance products in May 2016.

Some of the features of the new insurance products include:

- Members who are under the age of 60 years can apply for a fixed level of both death cover and total and permanent disablement (TPD) cover.
- Death cover and TPD cover can now be held separately. Members can choose to have just one or the other, or both but with different amounts of cover.
- Being able to change the income protection cover & the waiting period and benefit period.
- Being able to apply to have existing insurance transferred to QSuper.
- Choosing to be occupationally rated, which could change the premium members pay.

If members are considering being occupationally rated for their insurance products they should read the relevant information on the [QSuper website](#), phone QSuper to clarify any issues and then [complete the relevant form](#). Members can also go online, log into their QSuper account, see the alternative premium rates and complete the form online.

### **Dispute resolution at a workplace level**

What can be done if there is a failure to deliver 'base-line' entitlements at your school? Examples of this would include such matters as being required to hold meetings in non-contact time, being required to open classes early, or developing classroom observation processes without input from staff.

If there is a dispute at the workplace level regarding the implementation of conditions within industrial agreements and you have exhausted options to resolve the issue at the school level, formal process for solving these disputes are contained within the [Certified Agreement](#) under the Dispute Resolution section. It is important to keep your Organiser in the loop. If you require assistance or have any questions regarding a dispute, please contact me.

### ***How do the dispute resolution procedures work in the real world?***

#### ***Example 1***

##### ***Classroom 'spot checks' observations***

Members at Palm Tree State School start noticing that classroom observations are becoming more frequent. They are told to expect unannounced 'spot checks' to ensure that the elements of the school's pedagogical framework are being implemented effectively with feedback to be given on occasion. Teachers raise the topic for discussion with the QTU reps so that the item can be placed on the agenda for the next LCC meeting. At the LCC meeting the QTU reps raise the members' query and attempt to support the LCC in understanding the terms of the *Joint Statement on Collegial Engagement* as an industrial instrument. Views differ on whether the joint statement is an enforceable document within the school and whether the mentioned 'spot checks' come under the statement on collegial engagement or whether they are better suited to the pedagogical framework within the school. The QTU reps are told that the spot checks will remain. The reps inform the decision maker that they disagree with the decision and will be progressing the issue to a stage 1 dispute under the dispute resolution procedures.

This process can occur for an individual in the same way if the concern relates to a working conditions breach.

#### ***Example 2***

##### ***Playground duty over allocation***

A teacher is required to undertake eating duty in their classroom for the first 10 minutes of each break and is then required to undertake two further play duties for an extra 25 minutes twice per week. This means that the teacher is not able to access a minimum 10 minute break in one break period plus a minimum 30 minute break in the second break period and their duties over the week mean that they are not getting the minimum 275 minutes of break time each week.

In this instance, the teacher should talk to the decision maker and explain why the concern exists to give the decision maker time to review. If the decision remains that the teacher continues to receive inadequate meal breaks, then the teacher should inform the decision maker that they disagree with the decision and they will be going to stage 1 of the dispute resolution procedures.

#### ***Why can't the QTU just do this for me?***

As any of us would expect, an individual should always raise concerns with the decision maker in the first instance. This gives the decision maker a chance to review their decision and make further enquiries to ensure their decision is correct. The process is there to ensure that each individual is treated fairly.

When considering your options for putting in for a transfer this year, it is important that you understand the different types of transfer and how they are actioned.

The QTU have developed a thorough fact sheet which explains the three different categories:

- 1- Requested transfer                      2- Required transfer                      3- Compassionate transfer

You may think that your situation is unique, however the Teacher Transfer Guidelines are broad enough to cover the extensive needs of employees. It is important to be realistic about your transfer options, particularly when your transfer is for compassionate reasons and to read the guidelines. Further information is contained in the [QTU Teacher Transfers and Appeals](#) brochure.

As information is provided to the QTU about the important dates for 2018, these will be made available to members on the QTU website and Facebook page.

### **Relocations for Principals, Deputy Principals, Heads of Program (HOD, HOC etc.) and Guidance Officers**

If you are in a classified position and are considering a relocation, the QTU has advice brochures which can assist you in planning and requesting a relocation. The QTU can also provide advocacy for members during the relocation process and can support members in developing their relocation application.

For more information, please visit the [QTU website](#) or contact the [Queensland Teachers' Assist Desk \(QTAD\)](#).

### **Training & Branch Meeting Dates for Term 2**

The Union offers a range of courses and seminars focusing on supporting its members by developing skills in a variety of areas through the Queensland Teachers' Education Centre (QTEC) and Organiser run training. For QTEC training dates for Semester 1 click [here](#). Further Organiser led training will be communicated via email and [here](#).

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

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