

# Gold Coast Union News FOR QTU MEMBERS



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## LOCAL NEWS FOR GOLD COAST TEACHERS

### TERM 4 2018

#### Queensland Teachers' Assist Desk

*Contact QTAD for quick access to basic information and advice on your working conditions.*

Ph: 1300 11 7823 (1300 11 QTAD)

[qtad@qtu.asn.au](mailto:qtad@qtu.asn.au)

**Gold Coast Race Day** – Be sure to secure your fun in the sun!



#### And they're racing!

Saturday 20th October is The Caulfield Cup (apparently that's a big deal), but it is also the inaugural South East Region QTU Cup which is certain to become a highlight of the QTU calendar. For the bargain price of \$15, you receive entry to the Gold Coast Turf Club, nibbles, exceptional company, witty conversation, and a chance to win loads of awesome prizes. Categories will include best dressed, most impressive head wear, largest school contingent and so many others....

What better way to herald the countdown to end of year than with friends, champers and frocking up in the sunshine?

Be sure to RSVP to secure your ticket as soon as possible! [Click here to RSVP](#)

## Fair Funding Now – Campaign Update

We have had activities going on all over the place which is fantastic to see. During the Fair Funding Now! week of action we had a variety of activities ranging from school gate handouts, market stalls, morning teas and other events all over the state. Thank you so much to those who volunteered and had some great conversations <http://stacks.qtu.asn.au/index.php/dashboard/sitemap/full/> with teachers and community 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

Last term QTU members were asked to vote on several resolutions and provide feedback on the EB draft claim. 97% of members agreed that **PPCR, workload, and gender pay equity** would be the key elements of EB9. Members also determined the following order of claim priorities:

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 draft claim is now to be considered by members at branch meetings in the next few weeks. Please ensure YOU attend your branch meeting to clarify any EB questions prior to QTU State Council endorsing the log of claims on 3 November.

### **Branch Meeting dates**

<b><u>GC South</u></b>	<b><u>GC East &amp; Merrimac</u></b>	<b><u>Upper GC &amp; Nerang</u></b>	<b><u>Southport</u></b>	<b><u>Benowa</u></b>
Monday 15th October 2018	Tuesday 16 <sup>th</sup> October 2018	Wednesday 17 <sup>th</sup> October 2018	Thursday 18 <sup>th</sup> October 2018	Wednesday 24 <sup>th</sup> October 2018
Currumbin RSL Club 4pm	Burleigh Sports Club 4pm	Nerang RSL Club 4pm	The Grand Hotel 4pm	Benowa Tavern 4pm

## Higher duties outcome

Just before the holidays, the QTU was advised that a successful outcome has 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 Public Service directive.

This means heads of program and school leaders 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.

## HAT/LT Doe Newsletter

The department have set up a newsletter to keep you up to date with current HAT/LT information. To be put on the mailing list receive this newsletter please click on this link to add your details [HAT and LT mailing list](#)

## 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 via C2C. A combined subject will make it easier for the general classroom teacher to teach different elements of the arts.

## Music specialists in primary schools

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

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. You can't advertise for an 'Arts Specialist' because the Department doesn'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. Music specialists are employed to teach music and cannot be required to teach other subject areas.

That said, if a school chooses to 'top up' their Music Specialist allocation, they may use that teacher to deliver other classes/lessons, such as Drama, Visual Art.

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 teaches for the extra 0.3FTE provided that Macy gets her full allocation of release time as outlined in the QTU document

Timetabling Issues for Teachers – A QTU Guide <https://www.qtu.asn.au/qtuguide-timetabling>

## Workload and Wellbeing Awareness Month WWAM

Coming up in November we will again be celebrating WWAM! Keep an eye out for events in your area and information on how you can address workplace and personal issues relating to your workload and wellbeing. Workload and wellbeing resources can be found [here](#).

## 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 the school. How this is achieved is inherent in its name – through consultation. To assist admin and QTU members we have created an example program with suggested topics. Some suggested topics for the end of 2018 and the start of 2019 are below to assist schools. Further information can be accessed via our guides located <https://www.qtu.asn.au/qtuguide-consultation>

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

### Training 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 click [here](#). You must RSVP to attend all training days. Invitations are always emailed to members prior to each course.

Event	Date	Time	Location
<i>HAT &amp; LT In-depth (limited vacancies) contact our Springwood office for details</i>	Monday 22 <sup>nd</sup> (student free day) October 2018	9:00am -3:00pm	Picnic Creek SS
<i>HAT &amp; LT In-depth (Session full)</i>	Tuesday 23 <sup>rd</sup> October 2018	4.00pm – 8.00pm	Palmer Colonial Golf Course Robina
<i>Consultation in the workplace</i>	Wednesday 31 <sup>st</sup> October 2018	9.00am – 3.00pm	Palmer Colonial Golf Course Robina
<i>HAT &amp; LT In-depth (limited vacancies)</i>	Wednesday 28 <sup>th</sup> November 2018	4:00pm – 8:00pm	Palmer Colonial Golf Course Robina
<i>QTEC Union Rep Training # 3</i>	Wednesday 5 <sup>th</sup> December 2018	9:00am – 3:00pm	Palmer Colonial Golf Course Robina

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