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## LOCAL NEWS FOR GOLD COAST MEMBERS

### TERM 1 2019

#### 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)

Welcome back to a new year, and what a fast-paced start it has been. I'd like to particularly welcome education leader and teacher members who are new to the Gold Coast. The first Newsflash of 2019 was distributed during the SFDs, if you missed it, it can be accessed [here](#). The content of that Newsflash is the basis of much of what we are discussing in the current round of branch meetings.

We also have some great updates on a range of topics, including:

- [instrumental music teachers](#)
- [IPS industrial action and evaluation review](#)
- [Working in heat](#)
- [QTU Guides](#), which provide detailed information on working conditions and timetabling.



## TOP LEVEL PRIORITIES 2019



130 years promoting and protecting teachers, principals and public education

#### Enterprise bargaining (EB9)

4.5 per cent per annum claim  
Promotional Positions Classification Review  
Workload  
Gender equity

#### TAFE EB10

#### Workload

Survey results  
QTU/government review  
Work health and safety

#### Maximising permanency

#### Review of the Public Service Act

Departmental investigations

#### IPS review (again!)

#### Recruitment

Target 47,500

#### Federal election

Fair Funding Now!  
Put TAFE First  
Change the Rules

#### Professional issues

Professional autonomy  
NAPLAN review  
Implement NAPLAN joint statement  
SATE implementation  
QTU professional development  
AITSL/ACARA

#### QTU strategies

New educators  
Temporary and casual teachers  
Review of Principal Support and Involvement Strategy

#### Union Reps

## **Joining the QTU - Please remember to encourage teachers who are new to the profession, or just new to your school, to join us!!**

It is not just a cliché when we say that our strength lies in our unity! Membership density is the basis of our bargaining power. [Join online here](#), or call 3512 9000 and ask for membership. If you are a school Union Rep or manage the induction program for new teachers at your school, please ensure that membership of the Union is included in your program. The union encouragement clause in our certified agreement supports this, as does the Queensland Government's commitment to union encouragement, published in 2015.

## **Fair Funding Now! campaign update**

This vital campaign is now in full swing, with the launch of a fleet of FFN! vans which will be travelling the state and country expounding the need for equitable funding of all schools.

In our neck of the woods, Louise Nicholls (primary teacher at Crestmead SS) has been appointed as Fair Funding Now! Coordinator. Louise will be out and about visiting schools and getting QTU members involved in the campaign. Please make her welcome if she visits your school and keep an eye out for local events to promote the importance of fair funding for all schools.



If you want to make an informed decision on education funding and how this will look going into the future, I encourage you to take a look at the funding calculators of both major parties with regard to education funding for the forthcoming election. The current LNP federal government school funding estimator is [here](#) and the Labor party's Fair Go for Schools is [here](#) – it is definitely worth having a look at how the major parties compare on this important policy.

## **Enterprise bargaining –EB9 update**

Consultation to determine the key elements of the EB9 log of claims occurred across the state late in 2018. Check out [EB9 - What's in the claim?](#) and [EB9: Why does gender pay equity matter?](#) for a refresher.

The current agreement expires on 30 June, so bargaining has commenced. This is a major focus of the current round of branch meetings, so do your best to get along to yours.

## **PPCR update - QTU, worth more!**

The Promotional Positions Classification Review (PPCR) was completed at the end of 2018. a [DoE/QTU joint communique](#) was issued on 1 February, and the QTU has prepared a detailed analysis of the report, which members can access through the *PPCR Update* sent last week.

- The Department of Education PPCR report offers three options for principal classification structures (and related structures for other promotional positions) based on all the information gathered.
- There are no salaries attached to classifications. That is a matter for EB negotiations.

The QTU will be liaising with Principal Union Representatives and the Education Leaders' Committee about the different classification structures and will facilitate opportunities for the broader membership to provide input and feedback.

*We need to ensure that our school leader members, including all promotional positions, are properly recognised for the incredible work they do.* The QTU plans to focus specifically on their expertise as system/workplace leaders, educational leaders and community leaders.

## **QSuper Income Protection**

QSuper members who access extended unpaid leave (greater than 12 months), and don't make superannuation contributions for this period, need to be mindful that this may impact on their income protection policy. Where no contributions are received for a period greater than 12 months, QSuper will automatically change the IP cover from a percentage of salary cover to a unitised rate of cover (which may be significantly less than the percentage of income). QSuper will make contact with members to notify them of this change, usually via email; however it is your responsibility to ensure that you monitor your emails for this message. When members recommence making super contributions, either upon return to work or by

accessing paid leave, the reversion to a percentage of salary cover **will not** be automatic. Members must notify QSuper in the event they wish to return to a percentage of salary income protection cover.

### Locality allowances

In May 2018, a new public sector directive on locality allowances was released. The purpose of the directive is to prescribe the locality allowances payable to officers and employees appointed to work at the centres named in the directive. Under the Public Service Act 2008 and the Industrial Relations Act 2016, locality allowances are paid to public service officers and temporary employees engaged under the relevant sections of the acts. There are some local areas of the upper Gold Coast which attract a locality allowance. You can review the specific site allocations [here](#). Further information on the new directive can be found in this [QTU Journal Article](#).

### Local consultative committee (LCC) survey

It is a requirement of the certified agreement that schools maintain a well-functioning LCC to manage a range of industrial matters. I relish the opportunity to support Union Reps and principals with LCC training and advice. As such, later in the term I will forward a survey to Union Reps and principals (it will only take 2-3 minutes to complete). The results will ensure that I can provide the right support for schools across the Gold Coast.

### LCC - suggested topics for term 1 and term 2

So, we've already established that every school with more than 20 staff is **required** to have an LCC. To ensure that admin and QTU members make the most of their LCC, we have created an example program. Suggested topics for semester 1 are listed below. Further information can be accessed via our guides located [here](#).

Term 1	Term 2
<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>	<ul style="list-style-type: none"> <li>• Implementation of APR</li> <li>• Initiation/implementation/evaluation of workplace reform</li> <li>• Review bus and playground duty roster</li> <li>• Review purpose, frequency and duration of staff meetings</li> <li>• OHS</li> </ul>

### Training dates for term 1

A major goal of mine is to build the knowledge and capacity of members by developing skills in a variety of areas. The QTEC training dates for semester 1 will be available soon [here](#). The wonderful Gold Coast Admin Officer, Lisa, will email invitations prior to each event, but see below for a summary of term 1 offerings.

Event	Date	Time	Location
Union Rep training for beginners	20 February	9:00-3:00	Palmer Colonial Golf Club, Robina
Beginning teacher behaviour management	28 February	9:00-3:00	Palmer Colonial Golf Club, Robina
LCC training	5 March	9:00-3:00	Palmer Colonial Golf Club, Robina
QTU Union Reps Conference 2019	8 March	8:30-3:30	Brisbane Convention and

			Exhibition Centre, South Brisbane
Trauma training – <b>QTU exclusive</b>	20 March	9:00-3:00	Palmer Colonial Golf Club, Robina
Managing under performance workshop	21 March	4.00-5.30	Palmer Colonial Golf Club, Robina
Temporary to permanent employment – the conversion process	28 March	4:00-5:30	Palmer Colonial Golf Club, Robina
Challenging behaviours – students, parents, colleagues	2 April	4:00-5:00	Palmer Colonial Golf Club, Robina

Applications for experienced senior teacher open soon – if you believe you may be eligible to apply, contact HR. Additional information about the application process is available on the QTU website.

### 2019 experienced senior teacher recruitment and selection timelines

Activity	EST (Eligible 1 July 2018 – 30 June 2019)
Advertisement date	22-Feb-19
Panel membership confirmed	22-Feb-19 to 25-Mar-19
Closing date	29-Mar-19
Process applications	01-Apr-19 to 18-Apr-19
Email applications to panel chairs	23-Apr-19
Selection report due in central office	24-May-19
Appointment release date	15-Jul-19

**NB:** Please note:- while the appointment release date is hoped to be 15 July, unforeseen circumstances may have an impact on this date. Every effort will be made to inform applicants of any significant delay.

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Queensland Teachers' Union

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