

#### **Q1. How will this offer assist in the reduction of workload and the creation of more work-life balance?**

This offer includes a workload clause which recognises the right of teachers to have effective work practices that support wellbeing, work-life balance and a safe work environment, and as far as practicable that the work of an individual teacher is not to be unreasonable or excessive.

In addition to this, a new Workload Advisory Council is to be set up to monitor issues and suggest workload reduction opportunities (the council will have equal Union and department representation and will operate from DoE Central Office).

Following submissions from members, it will consider the issues impacting on workload from a system, regional and workplace level. The council will respond to issues through the development of policies, joint statements, and memoranda of agreement.

All primary and special teachers are set to gain an additional 30 minutes non-contact time in 2022 (this represents the first adjustment to NCT in 25 years).

There is also a reduction in annual accumulation time for student free day coverage by one day from 2020 resulting in five fewer hours of student free days or twilight.

Senior secondary teachers will receive an additional day of TRS to assist in the implementation of SATE in 2020, and beginning teachers in primary and/or special schools will receive an additional 60 minutes NCT from 2021, while beginning teachers in secondary schools will also receive an additional 70 minutes of NCT in the same year.

#### **Q2. Why isn't the 30 minutes additional non-contact time for primary teachers implemented sooner than 2022?**

The 30-minute increase to NCT for primary teachers is going to cost the department approximately \$66 million, as it has to employ enough new teachers to implement the increase. Given the current statewide teacher shortage, it is going to take time to recruit enough teachers to fill the gap created by this increase to NCT.

#### **Q3. I am a primary teacher who is still a few years off experienced senior teacher and is not considering highly accomplished or lead teacher just yet. What does this offer have in it for me?**

You will benefit from:

- an annual wage increase of 2.5 per cent on 1 July 2019, 1 July 2020 and 1 July 2021 and a salary horizon of EST2, which will be the highest paid classroom teaching position in Australia
- improved access to a simplified ST/EST process with revised eligibility thresholds from 2020
- a reduction in annual accumulation time for student free day coverage by one day from 2020 – meaning five fewer hours of student free days or twilights each year
- 30 minutes additional non-contact time (NCT) per week from 2022 for primary and special schools
- from 2020, if you are part-time, you will not be required to work a certain number of hours before you progress to the next increment/pay point in the salary scale - this will happen on an annual basis (biennial for an EST) regardless of the fraction that you work.

#### **Q4. Where can I access more specific details around the salary scale?**

The salary scale can be found on the [QTU website](#).

#### **Q5. Are you able to clarify for me what is meant by “a one-off payment of \$1,250 (pro-rata) for classroom teachers”?**

All classroom teachers employed in stream 1, and community/assistant teachers, will receive a one-off payment of \$1,250 following certification of the agreement.

It will be paid to every teacher employed by the Department of Education in stream 1 (whether permanent or temporary) at the date of certification.

The pro-rata amount is the proportionate amount for employees engaged on a fraction less than full-time. For example, an employee working a 0.8 fraction would receive 0.8 of the \$1,250.

#### **Q6. As a teacher on paid maternity leave, will I be eligible for the \$1,250 once-off payment?**

Yes. All classroom teachers employed by the Department of Education at the date of certification of the agreement will receive the one-off payment, regardless of whether they are on paid or unpaid leave.

#### **Q7. I can't wait to move to experienced senior teacher level 2. Why do I have to wait so long?**

The change occurs in 2022 as a consequence of the management of salary increases in the proposed agreement. Sometimes referred to as back-ending increases to spread the cost of the agreement beyond the life of the current government.

In the meantime, the offer includes three increases of 2.5 per cent to experienced senior teacher level 1, which takes that salary from \$101,000 to \$108,766 on 1 July 2021.

Then all employees on experienced senior teacher level 1 who have served three years at that level in January 2022 will automatically transition to experienced senior teacher level 2, with a salary level of \$110,500.

**Q8. Experienced senior teacher 2 will mean that at the end of this agreement Queensland will have the highest paid classroom teachers in Australia. Does this mean they will be paid more than heads of department, deputy principals and principals?**

The highest level of remuneration for experienced senior teacher 2 under the new agreement is \$110,500.

Heads of department, deputy principals and principals all have remuneration levels higher than this.

**Q9. What will the streamlined ST and EST process look like?**

The senior teacher undertaking will be signed as part of the annual performance review process in the year preceding a teacher becoming eligible for senior teacher.

The new EST process will feature a streamlined application process, including a new form and consideration of the application by a local panel comprised of the school principal and Union Representative. If a local panel rejects an EST application, it will be referred to a statewide moderation panel for consideration.

Access to the new EST pay point (EST 2) will occur after three years on EST pay point 1, and following an APR discussion regarding the HAT standards. NB: There is no requirement that a classroom teacher's PDP includes a goal aligned to the HAT standards or focus areas to receive EST 2.

**Q10. I'm a teacher in my fourth year of teaching - what will my salary be at the end of the agreement?**

Most classroom teachers will receive at least two salary increases within a 12-month period. This is because classroom teachers receive the certified agreement increase and an annual increment (senior teachers must wait two years before they can apply for EST).

This means that a teacher who is in their fourth year of teaching in 2019 (B204) will be in their seventh year of teaching (B303) by the end of the agreement (2022).

This means a teacher currently paid \$80,619 pa will be paid \$97,866 pa at the end of the agreement.

Similar increases occur for all teachers in the classroom teaching stream.

2019 - start of agreement	Salary (p.a. \$) (Jan 2019)	2022 end of agreement	Salary (p.a. \$) (Jan 2022)
First year Band 2 Step 1	70,081	Fourth year Band 2 Step 4	86,820
Second year Band 2 Step 2	73,507	Fifth year Band 3 Step 1	90,399
Third year Band 2 Step 3	76,997	Sixth year Band 3 Step 2	94,109
Fourth year Band 2 Step 4	80,619	Seventh year Band 3 Step 3	97,866
Fifth year Band 3 Step 1	83,945	Eighth year Band 3 Step 4	100,186
Sixth year Band 3 Step 2	87,391	Senior teacher	104,780
Seventh year Band 3 Step 3	90,877	Senior teacher	104,780
Eighth year Band 3 Step 4	93,032	EST 1	108,766
Senior teacher	97,297	EST 1	108,766
EST 1	101,000	EST 2	110,500

NB:

1. Assumes initial employment date/annual increment date in first half of the year. Members with annual increment dates in second half of the year will not have same salary increases
2. Assumes members will progress to senior teacher and be successful in EST process
3. Assumes progression to senior teacher after one year on Band 3 Step 4

**Q11. Is it true that a lead teacher will be remunerated higher than a head of department?**

It is important to note that in order to change the classification structure, there needed to be a catalyst. The creation of the highly accomplished and lead teacher classifications and associated remuneration provided the QTU with leverage to lift all classified officer positions in the new agreement. At the end of the agreement heads of department will be paid a higher salary than lead teachers.

In the meantime, it is important to note that heads of department are eligible to apply for lead teacher certification if they wish. If successful, they can relinquish their head of department position and take on the role of lead teacher and the respective remuneration.

**Q12. As an aspirant, I am having difficulty deciding whether to apply for lead teacher or a teaching principal position. I have been told that the pay is almost parallel, is this correct?**

The positions of LT and principal are very different roles within a school, with different responsibilities and accountabilities.

LT positions require applicants to undergo a certification process whereby they are assessed against the Australian Professional Standards for Teachers. Once certified, LTs have their certification reviewed every five years.

The recruitment and selection process for a principal is a very different, merit based process. Applicants apply for a role at a specific school by writing to selection criteria and undertaking an interview with a panel. Once a principal gains their position through this process, this is their substantive level until they decide to relinquish or promote.

**Q13. What is included in the Remote Area Incentive Scheme (RAIS) package for 2021?**

Following the RAIS pilot in the current agreement, the department is recommending that a new RAIS be developed that will include payments to teachers in RAIS locations from the commencement of their employment in the location until they leave the location. The proposal also requires a review of how RAIS locations are determined and the potential impact on existing employees who currently live and work in RAIS locations. Consequently, the QTU has requested that the proposed scheme be subject to negotiations at the RAIS Advisory group and subject to consideration by the Certified Agreement Implementation Committee (CAIC),

with a view that any new scheme operates no earlier than the start of the 2021 school year. In the meantime, the current RAIS will continue.

**Q14. Will the transfer system be fixed in this agreement?**

The offer commits to finalising the current teacher transfer pilot and incorporating a revised transfer process for the commencement of the 2021 school year, once an evaluation of the pilot is completed. The QTU will continue to advocate for a transfer system that prioritises return from service in rural and remote Queensland.

**Q15. I am the WHSO at my school - is there anything in this offer which will assist me in undertaking this role?**

There is a commitment to workplace health and safety principles and the provision of up to four days of TRS funding per location (with more than 30 employees) for relevant staff to be released to undertake workplace health and safety training.

**Q16. How long are you classified as a beginning teacher?**

For the purposes of accessing the additional non-contact time for a beginning teacher, you must be in your first 12 months of employment (either permanent or temporary). This also applies to access to the mentoring for beginning teacher program and the \$1,000 beginning teacher RAIS incentive payment

**Q17. I am a STLaN - what does this package contain for me?**

For the purposes of the agreement, the advantages that apply to stream 1 of the agreement – the additional EST step, the once-off payment etc - will be applicable to an STLaN.

**Q18. How will the Workload Advisory Council operate?**

The Workload Advisory Council will be coordinated through central office and will be made up of Union and department representatives.

It is the intention of the QTU to have schools-based members form part of the Union's representation on the council, along with a QTU Senior Officer.

In the first instance, the council will seek submissions regarding issues that are impacting on the workload of members. It is agreed between the parties that the workload of instrumental music teachers and instructors and that caused by the new senior assessment and tertiary entrance process will take priority.

The council will have the ability to make recommendations regarding changes to policies, agreements, joint statements and other mechanisms to address the workload issues.

**Q19. Does this offer address the issues for IMIs and IMTs?**

The offer guarantees access to EST for instrumental music teachers/instructors who are currently excluded, despite being able to access the senior teacher classification.

Additionally, fatigue time management will feature in the agreement and the QTU and DoE have agreed that IMIs' workload will be the first matter dealt with by the Workload Advisory Council.

The Union has called on DoE to establish the council as a matter of priority to progress the issues further.

If you need additional information, please go to the QTU website at [www.qtu.asn.au](http://www.qtu.asn.au) and/or contact your QTU Organiser.

**Q20. How will the number of TRS days for senior secondary teachers be allocated to schools in 2020?**

The TRS will be based on the staffing model FTE allocated for senior secondary based on Day 8 2020 enrolments.

QTU State Conference also considered the impact of the new QCE and the related senior secondary curriculum. A number of resolutions were carried, including calling on the department to:

- ensure that the QCAA review the viability of the prescribed hours for the new senior subject syllabuses
- maintain the differentiated approach to supporting the implementation of SATE in rural, remote and small centres for smaller subject cohorts
- allow for collaborative development of SATE assessment tasks across schools
- review the validity of continuing the requirement for reporting A-E for SATE subjects
- ensure that QCE attainment is not utilised as a stand-alone performance measure for schools and members.

The QTU advised the Director-General of the issues raised regarding SATE by Conference last week, and will provide further details to the department in coming days.

**Q21. When will we see the detail of the proposed agreement?**

The proposed agreement is currently being drafted, however it will not be released until the workplace ballot process of QTU members is completed. If members accept the government's 28 June offer, then the department is required to provide employees with access to copies of the proposed agreement prior to an employer ballot and it being certified.

If you need additional information, please go to the QTU website at [www.qtu.asn.au](http://www.qtu.asn.au) and/or contact your QTU Organiser.