Q1. As well as the introduction of a ten-point scale for principals, what are the other changes I should be aware of in relation to the new structure?

- The new scale is determined by resourcing thresholds. These are the same for primary, secondary and P-10/12 schools. There are different thresholds for SDEs, OEECs and special schools.
- There will be differential outcomes for different classification levels, with the uplift phased in over the life of the agreement. Effectively, if this agreement is accepted by a majority of QTU members, your first pay increment will be on 1 July 2019 – with two subsequent pay increases on 1 July 2020 and 1 July 2021. The proposed salary structure can be accessed [here](#).
- The current biennial progression structure will be retained - the new promotional position classification structure will transition from the current three pay-point structure to a two-pay point structure by the end of the agreement, resulting in greater separation between classification levels and faster progression through the salary increments.
- Executive principals will return to the classification scale. Queensland state school principals will have the highest executive principal salary horizon of all public school principals in the country. While the executive principal classification will now be broken up into three salary levels (P-8 to P-10), all current executive principals will be paid at P-10 level. The vehicle allowance has been rolled into executive principals’ salary, so this money is now superannuable, which has significant implications, especially for those who retain the Defined Benefits Scheme.
- Primary heads of curriculum are to be harmonised with secondary heads of department. The position description of HOCs will be revised to reflect the change.
- All deputy principals will be recognised under the same classification and remuneration scale.
- Guidance officers, heads of department and HOSES 2 will have a top step salary of $128,884.
- Senior guidance officers and HOSES 3 will have a top step salary of $135,384.
- During the life of the agreement, the conditions for senior guidance officers and regional schools sports officers will become part of the Teaching in State Education Award.

Q2. I understand that the new structure is linked to funding levels and resourcing within Queensland schools, with differentiated funding levels for special schools, schools of distance education and outdoor and environmental education centres. Where can I access more detail on this and on what this means for my school?

The QTU has worked with the department to develop a resource for principals to enable them to work out what level their school will be under the new structure. This was distributed on Friday 12 July and is accessible via this [link](#).

Q3. What does “the offer provides ‘salary parity’ for primary, special and secondary heads of programs and deputy principals” mean?

For deputy principals, it means that, regardless of whether you are in a primary, special or high school setting, everyone is remunerated on the same classification and salary scale. Similarly, for heads of curriculum and heads of department it means that, regardless of whether you are in a primary, special or high school setting, everyone is remunerated on the same classification and salary scale.

Q4. What does the new salary scale mean for heads of department and deputy principals?

The salaries of heads of department and deputy principals have increased by at least 10 per cent over the life of this agreement.

The highest salary for a head of department under the new structure is $128,884.

The highest salary for a deputy principal under the new structure is $143,451. While this is a 10 per cent increase, it is also important to note that all primary and special school deputy principals will transition to the same scale is secondary deputy principals, with some receiving an increase of at least 10 per cent over the life of the agreement.

Q5. I have been a head of curriculum in a primary school since 2010 and am currently at the top of my pay scale. What happens to my classification under the new structure and what would be my expected pay increase?

An experienced head of curriculum on pay point ST2.13 will go from $111,540 to head of program level 1 pay point 1 on $114,886 on 1 July 2019. The anniversary of their increment will be this date. By the end of the agreement they will be on $126,644, which is a pay
increase of 13.54 per cent over the life of the agreement. This increase reflects both annual salary increases and biennial pay point progression.

Q6. 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, a catalyst was required. 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, 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.

Q7. Where will senior guidance officers (SGOs) and regional schools sports officers (RSSOs) sit in the new classification structure?
Senior guidance officers (SGOs) and regional schools sports officers (RSSOs) will have a top step salary of $135,384. This is the salary payable under level 2 of the heads of program stream.

Additionally, during the life of the agreement SGOs and RSSOs conditions will become part of the Teaching in State Education (TISE) Award, which will enable future EB negotiations to address some of the working condition concerns of members employed in these positions. It will also enable the provisions that allow for the creation of MOAs and joint statements to be utilised in relation to these conditions.

Q8. I am currently a DSL2 (Band 6) deputy principal on the highest pay point. Which level will I transition to in this agreement with the removal of DSL1 and DSL 2 classifications under the new salary structure?
An experienced deputy principal and DSL2 (Band 6) level on pay point ST3.32 will go from $127,227 to deputy principal level 1 pay point 2 on $131,044 on 1 July 2019. The anniversary of their increment will be this date, and by the end of the agreement they will be on $143,451, which is an increase of 12.75 per cent over the life of the agreement. This increase reflects both annual salary increases and biennial pay point progression.

Q9. I read that by the end of this agreement, executive principals in Queensland will be the highest paid principals in Australia. What impact will this have on small school principals?
The offer contains a proposal of increased salaries and new classifications for principals and other promotional positions. In the coming days, a resource will be made available to principals enabling them to work out what at which level their school will be under the new structure. However, there has been a salary increase of at least 10 per cent for most promotional positions over the life of the agreement, as well as the current vehicle allowance of $25,500 paid to executive principals now forming part of the P10 superannuable salary.

Q10. As an SL1 (Band 5) principal, how do I find out where my school fits under the new structure and will I be remunerated higher than a lead teacher?
In the coming days, there will be a resource available for principals to enable them to work out at what level their school will be under the new structure. In the meantime, it is important to note that under the new structure the remuneration for a level 1 principal on the top step is more than a lead teacher, receiving $121,975pa in 2019 and moving to $130,172pa by the end of the agreement.

Q11. I am a primary school principal and am grateful for the outcomes the QTU gained around the classification review which recognise the various complexities of schools across the state. What else is contained in this offer to assist primary principals in addressing the increased complexities? Is there scope for any increases in middle management to help us deal with the increased challenges we are facing?
In terms of changes to middle management, primary schools will benefit from additional heads of curriculum allocations to primary schools, with 200-224 enrolments from 2021, and removing the historical HOC by application allocations.

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 that 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. I am currently a SL4 (Band 8) head of school - which level will I transition to under the new salary structure in this agreement?

Heads of school on SL4 (Band 8) will transition to the level 4 principal classification in the new structure, moving from a maximum of $137,308 under the old agreement to a maximum of $152,854 under the new agreement.

Q14. 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.

Q15. Will the relocations system be fixed in this agreement?

The offer commits to finalising the current relocations pilot and incorporating a revised transfer and relocations 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 and relocation system that prioritises return from service in rural and remote Queensland.

Q16. Will employees in promotional positions receive the one-off payment of $1,250?

No – the one-off payment will only be paid to employees in stream one of the classification structure. The QTU negotiated increases in salaries beyond the 2.5 per cent government wages policy for members in promotional positions as part of the classification review. Consequently, these increases will be recurrent and reflect a greater percentage increase for members in promotional positions than the $1,250 one-off payment does.

Accordingly, someone who is usually employed under the classroom teacher stream, undertaking an “acting” role in a promotional position on the date of certification, will not receive the one-off payment.

Q17. What workload reduction strategies will this agreement deliver for promotional positions?

The Workload Advisory Council applies to all members covered by the agreement. Consequently, the QTU will ensure that workload issues for promotional positions, such as revised behaviour procedures, form part of the consideration of the council. The government has also committed to continuing the principal wellbeing work that is currently being undertaken across the state.

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. Do the changes for part-time employees apply to promotional positions?

Yes - 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 a biennial basis regardless of the fraction that you work.

Q20. 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 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.

Q21. What data sets are used to determine total school resourcing?
The resourcing used in the new classification structure relates to both the human resources and financial resources the principal is managing. The human resources component reflects the staffing units provided to the school following the Day 8 enrolment collection, converted to a dollar value using the average teacher salary. The financial resources component reflects the total appropriations provided to the school, except FTE to cash conversions, which are captured through the human resources component.

So, to determine the total school resourcing for 2020, the staffing allocations on SBS on Day 8, 2019 and the total appropriations at the end of 2018 were used. We are currently finalising the arrangements for reassessing positions annually. They will be similar to those currently used, except they will be based on total resource funding, not enrolments. We are also finalising the process around the annual increase of the resource threshold, and members will be notified as soon as this has been finalised.

The two data sets used to determine the level of a school in 2021 are the staffing allocations on SBS on Day 8, 2020, and the total appropriations at the end of 2019. If a person rises above the threshold, their classification level will increase.

The rationale for the use of the two data sets is to ensure that current data is used, i.e. the staffing allocations from the current year (2019) and the full year appropriations, which can only be finalised at the end of the year. To ensure the staffing allocations are not counted twice, they are deducted from the appropriations data set.

Q22. How do I find out the appropriations for a school?
If a principal wants to find out more about the appropriations for their school, they should go to the schools’ directory website: https://www.schoolsdirectory.eq.edu.au

For example - you go to the schools’ directory website and choose QLD State School. You then click on “additional details”. Find “SAPA report” (School Appropriation Payment Information) at the bottom of the page, and you click that. This report will contain all the appropriations for the school.

Q23. What are the funding thresholds for each of the sectors?
The thresholds used in determining the classification of principals under the new structure are available on the department’s EB9 OnePortal page.

Separate resourcing thresholds are used for special schools, outdoor and environmental education centres, schools of distance education and unique sites, to further reflect the context in which these schools operate. The QTU is aware of the dissatisfaction of some members that the new arrangements do not include different resourcing thresholds for primary schools. While the QTU advocated for this to occur, including at the final meeting in which the offer was presented, the government was not prepared to incorporate these thresholds into the offer.

Q24. Based on my school’s government school resourcing, will I receive a lower salary?
No principal will receive a lower salary under the new classification structure.

If a school’s total government resourcing sees a school transitioning to a lower relative classification under the new structure, the incumbent principal will have their salary maintained unless relocated or promoted elsewhere (i.e. grand-parented).

NB: It is important to note that the position holder’s banding is grand-parented, not the school. It is the intention of both the QTU and the department to continue this arrangement until such time as a person whose substantive classification is grand-parented moves to another location/receives a promotion/leaves the school, and the school consequently become substantively vacant. The vacancy will be advertised at the new classification.

Q25. What are the implications of the new structure on resourcing levels in schools?
The current school staffing guidelines and the certified agreement allocate some resources aligned to the current classification, and specifically banding, of schools. Some concern has been expressed over the impact of the new classification structure on these allocations. The new structure does not easily translate to bands. However, the intention of the new structure is not, nor has it been, to drive changes in resource allocations to schools. Consequently, the QTU and DoE are working together to ensure that, in the transition arrangements, schools do not lose resourcing
allocations as a consequence of the new structure. Discussions regarding these issues are ongoing in the drafting of both the transition arrangements and the clauses of the proposed certified agreement.

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