

Strategy, mission, values and objectives – 2019 to 2023

Acknowledgement

The Queensland Teachers' Union (QTU) acknowledges the traditional custodians of this land and pays its respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.

Mission

The QTU aims to be the most democratic and representative voice of the teaching profession in Queensland on industrial and professional matters, and in support of public education.

What we do

The QTU was established in January 1889. It represents teachers and other educators in state schools and TAFE in Queensland. The QTU is the second largest Union in Queensland, with a growing membership. The Union:

- **Campaigns** with members and on behalf of members on workplace, regional, statewide, federal and international issues
- **Advocates** for and on behalf of members in professional, industrial, political and legal forums
- **Provides** members with access to legal representation and other benefits such as Union Shopper and TUH
- **Educates** and advises members about their rights and conditions
- **Represents** members in professional, industrial and other forums
- **Supports** members to access their working conditions and natural justice.

Values

The QTU is committed to ensuring that all gatherings convened under its name are free of all forms of harassment, including sexual harassment.

In its pursuit of members' interests, the QTU is:

- **Professional**
We strive to maintain high standards of work, to deal with members and their issues sensitively and respectfully.
- **Courageous**
We implement the decisions of the collective regardless of the difficulties or obstacles that stand in our way.
- **United**
We work collaboratively and stand together to achieve the best outcomes for our membership.
- **Democratic**
We involve members in the decision making of the Union and implement these decisions on behalf of members.
- **Member focused**
We ensure that members issues and decisions are central to our work. We work with members and on behalf of members to achieve our objectives.

Strategic objectives 2019 - 2023

1 A growing, active and engaged membership

STRATEGIES

- Improved member salaries and working conditions.
- High quality advice and services for QTU members.
- Revitalised branches and branch meetings.
- Refined processes that help ascertain member needs/priorities.
- Effective member communication.

2 To develop positive Union culture and presence in workplaces

STRATEGIES

- Strong membership commitment to, and engagement and satisfaction with the QTU and its activities.
- Member recognition that the Union belongs to them and they belong to the Union.
- Well supported workplace representatives and branch delegates.
- Enhanced capacity and willingness of members to assert their professional and industrial rights.
- Member pride in being part of the Union.
- The enforcement of working conditions, joint statements and industrial instruments within workplaces across the state.

3 To respond proactively to emerging trends in education, industrial issues and member interests

STRATEGIES

- Influence over the state/federal education/training agenda.
- Policies, rules and Union structures that reflect member needs.
- Processes that ascertain member needs/priorities.
- Professional development and training support for members to help them respond to emerging trends, issues and interests.

4 To promote and rebuild the status of the teaching profession

STRATEGIES

- Communication that promotes the teaching profession.
- Ensuring that new educators, temporary teachers, members in promotional positions and other discrete membership groups are supported and have a voice in QTU forums.
- Recognition that the QTU is the representative and the voice of the profession.
- Enhancing member pride in being part of the profession.

5 To influence the agenda within the broader union movement and society

STRATEGIES

- The QTU will have an active presence in the Queensland Council of Unions, Australian Council of Trade Unions and the broader union movement.
- Union policy that supports QTU involvement in the broader union movement and social and human rights issues.
- Recognition of the QTU as a voice for members on social and human rights issues.
- The QTU is a non-discriminatory organisation.
- Democratic processes that determine involvement in these issues.

Endorsed by QTU State Council 2 November 2019.

Authorised by Kate Ruttiman, General Secretary, Queensland Teachers' Union, 21 Graham St, Milton Q 4064, February 2021

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