



## Minister for Education and Minister for Industrial Relations

14 July 2020

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Mr Graham Moloney  
General Secretary  
Queensland Teachers' Union  
Email: [gjm@qtu.asn.au](mailto:gjm@qtu.asn.au)

Dear Mr Moloney

On behalf of the Palaszczuk Government, I seek to reaffirm our deep appreciation and gratitude to Queensland's hard-working and dedicated principals and teachers.

As 2020 began, teacher workload issues were at the forefront of discussions between the department and the Queensland Teachers' Union (QTU), including around a number of matters under the enterprise bargaining agreement, the QTU's long-held views on NAPLAN and the rationalisation of workload issues around the Curriculum, Assessment and Reporting Framework (CARF) and school accountability requirements. The emergence of the COVID-19 health pandemic necessitated the reprioritisation of resources and teacher time and also resulted in these important discussions not being progressed as planned.

As Queensland unites and recovers, I am pleased that the workload discussions have recommenced and resolution to these important matters is being fast tracked.

We all know that our teachers and principals go above and beyond. This has never been more evident than during the COVID-19 health pandemic when our teaching workforce stepped up to the challenge of shifting to a whole new way of delivering quality education across the State.

The reports from parents and community about learning from home during Term 2 were overwhelmingly positive and we know this is down to the extraordinary efforts of our teaching, school support staff and principals. The Government acknowledges these extraordinary efforts included work undertaken during school holidays and outside ordinary working hours in preparation for the transition to remote learning.

In acknowledgement of the above, on a without-prejudice basis, the Palaszczuk Government proposes the following actions be undertaken during the remainder of the 2020 school year:

- NAPLAN – in recognising that changes to NAPLAN require consensus of the Education Council, the Government will continue to advocate strongly for the replacement of NAPLAN in its current form and move to a more effective and contemporary national assessment that is directed to system accountability purposes.
- CARF – the department will work with the QTU in Term 3, 2020 to rationalise the requirements outlined in the CARF, with the specific intent of reducing the workload associated with the implementation of the CARF.
- Streamlining data and information collection – the department will work with the QTU in Term 3, 2020 to rationalise the requirements associated with school improvement and individual accountability processes at a system and regional level with the specific intent of reducing workload associated with these processes.

- Continuity of employment for temporary teachers – the department commits for the purposes of conversion to permanency and recognition of previous employment will not be interrupted due to changed working patterns during the COVID-19 health pandemic.
- End of 2020 school year – in recognition of the extraordinary efforts outlined above and the additional hours worked during the pandemic, the end of the 2020 school year will be brought forward by two days.

I look forward to continuing to work with the QTU to ensure Queensland schools continue to deliver world-class education for all of our students across the State.

If you require additional information or would like to discuss this matter further, please contact me directly or alternatively your staff can contact Ms Sharon Durham, Chief of Staff of my office, on (07) 3719 7110.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Grace', enclosed within a faint, light-colored oval border.

**GRACE GRACE MP**  
**Minister for Education and**  
**Minister for Industrial Relations**

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