

TO: QTU MEMBERS

WWAM; EB implementation; student free days; back pay

In this Newsflash:

- WWAM
- EB implementation
- Student free days
- Back pay.

It's WWAM!

November marks the third annual Workload and Wellbeing Assertiveness Month (WWAM) hosted by the QTU. WWAM is a chance to come together and discuss issues with your colleagues in preparation for the next school year and find ways of making a difference.

Workload

With the QTU committed to a continued focus on workload, members will be asked to consider what needs to change to make a real difference to the burdens placed upon them. Before this happens, you should familiarise yourself with the provisions of the new agreement designed to address issues with workload. A [workload entitlements checklist](#) and information on [workload management](#) are available on the QTU website.

In addition to ensuring that these conditions are being met at a workplace during WWAM, members can determine matters that contribute to increasing workloads and suggest processes that may be put in place to reduce workload creep and workload in general in submissions to the Workload Advisory Council. More information on the process for submissions will be provided once the agreement is certified.

Wellbeing

During previous WWAMs, the QTU has shared articles on wellbeing from health and productivity coach Thea O'Connor. It is the Union's intention to provide these articles again, however the key focus of our campaign will be to address the source of workload, not the symptoms. The Union will also take steps to address the issues of occupational violence, with a round table on occupational violence being hosted by the department on 29 November.

Workplaces are also encouraged to review the wet weather lunch duty roster and the hot weather strategy that members were encouraged to develop in previous WWAMs.

Assertiveness

The Union continues to provide training in assertiveness as part of Union Rep and other courses. If you are interested in the Union conducting assertiveness training in your area, you are encouraged to speak to your Organiser.

The following are the planned key themes for WWAM.

| Week 1 4-10/11 | Week 2 11-17/11 | Week 3 18-24/11 | Week 4 25-30/11 |
|-------------------------|--------------------|------------------------------|-----------------------|
| Workload identification | Wellbeing - OHS | Know your working conditions | Occupational violence |

Resources and materials are available on the website and will be sent to members via Union Reps Updates, etc.

Members are invited to send through photos and examples of the activities that they are undertaking during WWAM.

EB implementation

The first meeting of the Certified Agreement Implementation Committee (CAIC) will be held on Monday 18 November. In the lead up to this meeting, the QTU has sought clarification regarding a several elements of the proposed agreement. The QTU will advise members of the outcomes of these discussions through EB implementation updates.

Student free days

The new agreement ceases the practice of placing flexible student free days in the Easter/Autumn holiday period. It was important for this practice to cease due to the impact these days had on paid leave (such as paid parental leave). Instead members will be expected to undertake 10 hours professional development in their own time, in lieu of the 15 student free day hours. All employees will then have two weeks of leave (without student free days) in the mid-semester one holiday.

Additionally, the agreement provides for the student free day formerly held on the third Monday in term four to occur in term three. The movement of this day accords with the new senior assessment and tertiary entrance process. However, as previously agreed, the hours on this day may be used as flexible student free day hours (subject to consultation and agreement at the local level).

Consequently, from 2020 there will be:

- three gazetted student free days (staff professional development days)
- 10 hours of mandatory professional development to be undertaken in addition to the student free days (formerly referred to as flexible student free day hours).

The gazetted student free days for 2020 are Thursday 23 January, Friday 24 January and Friday 4 September.

Information on how these hours/days may be used can be found on the [QTU website](#).

The QTU has requested that the calendar released in October by the department be removed until it is updated to reflect the new arrangements.

As part of the CAIC agenda, the QTU is seeking clarification about the recognition of payment of the 10 hours of professional development for part-time employees and temporary teachers. One suggestion is that a school might make a variation to school routine to capture the additional hours worked on any given day. Further information will be available once the CAIC is convened.

Back pay

In response to communication sent to the department requesting the separation of annual leave loading, back pay and the \$1,250 one off payment, the QTU has met with the department to establish possible dates for the payment of the salary increases post certification on 19 November.

It is not possible for the department to make a payment on 20 November, and consequently it is proposing the following as dates for payment:

- leave loading/holiday pay – 4 December
- holiday pay etc for temporary teachers – 18 December
- one off payment (\$1,250) – 1 January 2020
- back pay and salary increase – 15 January 2020.

These proposed dates separate the back pay from the leave loading, as requested by members. The department has advised that the system will require testing in the lead up to the back-pay timeframe to ensure that it is correct. Due to the Christmas shutdown, this testing will take place across an extended time period. In making these payments in this way, the department also meets its obligation to make the payment in the most practicable pay period following certification.

The QTU has also sought clarification about how members not employed by the department post 13 December may receive their back pay etc. The department has advised that members employed at the date of certification, regardless of their ongoing employment post certification, will also receive their back pay.

Authorised by:

Graham Moloney
General Secretary