

The professional and industrial voice of Queensland's teachers and school leaders in state schools and TAFE for more than 130 years.



### ● QTU Reps

The Union Rep is the first point of contact with the QTU. They are serving teachers elected by their colleagues to represent the Union in the workplace. They provide advice and support, organise local campaigns, arrange workplace meetings and recruit new members. There are also Lead Union Reps, who are trained to assist QTU Organisers, and Principal Union Reps, who provide a school leader perspective on education and industrial issues.

### ● Branches and Area Councils

QTU members in every school in a given area belong to the local branch. This branch, in turn, has representation at a regional level on an Area Council, which is represented on Council and Conference and can bring issues forward for debate.

### ● Council and Conference

State Council (meeting four times a year) and Conference (once every two years - the next being in June) are the supreme decision making bodies of the Union. Each branch and Area Council throughout the state is represented, as are TAFE members.

### ● The secretariat

These Brisbane-based officers, again all from a teaching background, provide advice on specific areas of expertise and respond to general enquiries from members. They provide advice to Senior Officers, Executive, Council and Conference, as well as representing the Union in negotiations.



**Mark Anghel**  
Assistant Secretary - Services/Legal



**Jeff Backen**  
Assistant Secretary - Services/Welfare



**Rachel Bos**  
Aboriginal and Torres Strait Islander Officer



**Paige Bousen**  
Assistant Secretary - Education Leaders



**Mel de Waard**  
Workload Project Officer



**Thalia Edmonds**  
Assistant Secretary - Industrial Advocate (on leave)



**Elissa Ferguson**,  
Assistant Secretary - Women's and Social Welfare Issues (acting)



**Rebecca Hack**  
Professional Development Officer



**Louise Loriaux**  
Professional Development Officer (part-time)



**Lee Merrett**  
Assistant Secretary - Industrial Advocate (acting)



**Leah Mertens**  
Assistant Secretary - Professional Issues



**Kevena O'Neill**  
Assistant Secretary - Services/Welfare



**Kim Roy**  
Assistant Secretary - Industrial/Research



**Penny Spalding**  
Assistant Secretary - Women's and Social Welfare Issues (on leave)



**Craig Wood**  
Research Officer

# Who's who in the QTU

(February 2021)

Run by teachers, for teachers

### ● The Executive

The QTU Executive consists of the Senior Officers, along with 14 serving teachers, including an Aboriginal and Torres Strait Islander representative and a member from the TAFE Division, all elected by State Council. It manages Union affairs between State Council meetings. Its members chair and occupy positions on many Union committees and outside bodies.



**Josh Cleary**  
Josh is deputy principal at Morayfield State High School. A teacher since 2007, he has acted in QTU Organiser and Industrial Advocate roles. Josh was elected to Executive in 2020.



**Peter Darben**  
A senior teacher of science specialising in biology, Peter teaches at Cavendish Road SHS. From 2009-2015 he was the teaching coordinator at SPARQ-ed. He is a QTU representative on the Workload Advisory Council.



**Shane Hancock**  
Shane is deputy principal at Leichhardt SS, Ipswich. A teacher since 1995, he has taught in various contexts, including rural and remote, urban, itinerant, international, Indigenous, distance education, environmental education and low socio-economic schools.



**Beck Humphreys**  
Beck has taught for 10 years across primary, junior and senior secondary, and currently teaches at Barcardine Prep-12 SS. She is on the QTU's Agenda and Working Conditions Committees and the LGBTQ+ sub-committee, and represents the QTU on the Workload Advisory Council.



**Tom McCartney**  
Tom is acting deputy principal at Yarrabah State School, where he has worked for most of his 10-year teaching career. Tom was elected to Executive in 2020, and is also Co-Chair of the QTU RAP Working Group.



**Natalie Montague-Clarke**  
Natalie is a teacher at Manly SS. She has taught from prep to year six in the Gold Coast and Redlands, but predominantly in Logan. She has also worked in intervention. Natalie is on the QCT Board and the QCT Professional Standards Committee.



**Cassie Munro** (on leave)  
Cassie is a career primary teacher who has worked exclusively in the public sector, with experience in city, rural and remote areas. She currently teaches year six at Ferny Hills SS. Cassie has been a Workplace Rep for more than 20 years.



**Nikki Roos**  
Nikki has been a classroom teacher for 23 years, and is a proud advocate for early childhood education. She has taught in a range of settings from rural and remote, inner city to low SES and P-10 and currently teaches at Brighton SS.



**Nick Shirley**  
A QTU member since he commenced teaching at Cherbourg State School in 2002, Nick has since been a principal of small, medium to large primary schools, and is currently principal at Atherton State School in far north Queensland.



**Andrew Thompson**  
Beginning as a manual arts teacher at Inala Special School in 1992, Andrew is currently principal of Redlands District Special School. He is Chair of QTU's Special Education Committee and a member of the Educational Leaders Committee.



**Scott Tibaldi**  
(TAFE) Scott is the LVT responsible for CERT II (Career Start Schools) Electrotechnology at TAFE Queensland Skillstech Bracken Ridge, where he has taught since 2007. Prior to teaching, he accrued 34 years of trade experience.

*There are currently three vacancies on the Executive: a ballot for the Aboriginal and Torres Strait Islander representative will be held at March State Council, while the remaining positions are advertised elsewhere in this Journal.*

### ● The Trustees

The four QTU Trustees are members appointed by State Council to manage the Union's capital investments.



**Jenni Holmes**  
Jenni is an experienced senior teacher at Tully State High School. Jenni was first elected as a Trustee in 2019.



**Don Mengel**  
Don is a head of department at Kingaroy State High School. Don was first elected as a Trustee in 2015.



**Anne Rathmell**  
Anne is head of the Bunya Campus of Dalby State High School. She was first elected as a Trustee in 2015.



**Penny Taylor**  
Penny teaches at Jimboomba State School. She served on Executive from 2012 to 2020 and was elected as a Trustee in 2019.



[www.qtu.asn.au](http://www.qtu.asn.au)



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### ● Senior Officers

The QTU's Senior Officers all have a teaching background. The President, Vice-President and Honorary Vice-President are elected by the members. They preside at meetings of Executive, Council and Conference and are responsible for the implementation of their decisions. They also handle media and community relations. The General Secretary and two Deputy General Secretaries are elected by State Council and have primary responsibility for the day-to-day administration of the Union.



**Cresta Richardson**  
**President**  
Cresta, who became QTU President in 2021, has been a primary classroom teacher, acting deputy principal and head of curriculum. She has also served as Vice-President and a QTU Trustee.



**Leah Olsson**  
**Vice-President**  
Leah started teaching in 1997 as a music specialist and taught in Wide Bay, Redlands, Logan and Cairns. She was elected Vice-President in 2021.



**Jenny Swadling**  
**Honorary Vice-President**  
A teacher for 34 years, Jenny is Principal at Charleville School of Distance Education. She has also been a QTU Trustee.



**Kate Ruttiman**  
**General Secretary**  
Kate was an economics and English teacher who taught in Middlemount, Kenmore and Lowwood. A Deputy General Secretary since 2010, in 2021 Kate became the QTU's first female General Secretary.



**Brendan Crotty**  
**Deputy General Secretary**  
(Member Organising)  
A former manual arts teacher who taught in Tambo, Charleville and Park Ridge, Brendan was a QTU Organiser for 15 years and was elected Deputy General Secretary in 2016.



**Thalia Edmonds**  
**Deputy General Secretary**  
(Member Services) (acting)  
A former instrumental music teacher, Thalia has been the QTU's Industrial Advocate since 2011. Prior to this, she was a barrister with the Commonwealth Director of Public Prosecutions.

### ● Organisers

There are 14 Regional Organisers and a Membership Growth Organiser to serve members across the state. All former teachers themselves, they attend branch meetings where possible, liaise with district offices and take up members' concerns with departmental representatives and administrators.



**Gill Armit**  
Metropolitan Central



**Sammy Blocksidge**  
Peninsula and North West



**Lynn Cowie**  
McAlister Membership Growth



**Dan Coxen**  
Central Qld



**Kelly Creedon**  
Logan/Redlands



**Lin Esders**  
Metropolitan North



**Elissa Ferguson**  
Metropolitan West Logan (on leave)



**Eloise Gallagher**  
TAFE (acting)



**Meegan Jackson**  
Sunshine Coast



**Jodie McFadden**  
Gold Coast



**Cassie Munro**  
Metropolitan West Logan (acting)



**Zeb Sugden**  
South Qld



**David Terauds**  
TAFE



**Ben Vercoe**  
Metropolitan South



**Paul Waters**  
North Qld



**Scott Welch**  
Wide Bay