

Term 1, 2019



Kelly Creedon

**QTU Organiser -
Logan Redlands**

Welcome back to a new year and what a fast-paced start it has been. Welcome to those QTU member education leaders and teachers who are new to the area. In case you missed it, our first member update went out during the SFDs and can be accessed [here](#). It was fantastic to be out and about across the region during the SFDs with QTU senior officers and officers of the union, we were able to visit and present to over 1200 QTU members over the week on a range of professional development opportunities which included the Cleveland cluster event, LCC training, assertiveness training and legal presentations.



We also have some great updates on a range of topics including:

- [Instrumental Music Teachers Bulletins](#)
- [IPS Industrial Action and Evaluation Review](#)
- [Working in Heat](#)
- [QTU Guides](#) - detailed information on working conditions and timetabling information.



TOP LEVEL PRIORITIES 2019



130 years promoting and protecting teachers, principals and public education

Enterprise bargaining (EB9)

4.5 per cent per annum claim
Promotional Positions Classification Review
Workload
Gender equity

TAFE EB10

Workload

Survey results
QTU/government review
Work health and safety

Maximising permanency

Review of the Public Service Act

Departmental investigations

IPS review (again!)

Recruitment

Target 47,500

Federal election

Fair Funding Now!
Put TAFE First
Change the Rules

Professional issues

Professional autonomy
NAPLAN review
Implement NAPLAN joint statement
SATE implementation
QTU professional development
AITSL/ACARA

QTU strategies

New educators
Temporary and casual teachers
Review of Principal Support and Involvement Strategy

Union Reps

Authorised by Graham Moloney, General Secretary, Queensland Teachers' Union, 21 Graham St, Milton Q 4064 | November 2018

Joining the QTU - Please remember to encourage new teachers to join us!!

We are strong when we stick together. [Join online here](#), or call 3512 9000 and ask for the membership section. If you are a school union rep or manage your school's induction program for new teachers, please ensure that membership of the union is included in your program. The 'union encouragement clause' in our Certified Agreement supports this being included in inductions.

Fair Funding Now – Campaign Update

With the start of the new year we are really getting into the campaigning. On Monday we launched a fleet of FFN buses which will be travelling around the state and country.

I'd like to introduce Louise Nicholls (primary teacher at Crestmead SS) who has started this term in a new role of Fair Funding Now! Coordinator. Louise will be out and about visiting schools and getting QTU members involved in the campaign.

Keep an eye out for local events and if you have any great ideas about hosting an event at your school let me know and we are more than happy to support your workplace.



If you are wanting to make an informed decision on education funding and how this will look going into the future, I encourage you to take a look at the funding calculators of both major parties regarding education funding for the upcoming election. The current LNP Federal Government School Funding Estimator [here](#) compared with the Labor Opposition [Fair Go for Schools](#) – definitely worth having a look at how both parties stand up.

Enterprise Bargaining –EB9 Update

Consultation occurred during second semester last year at workplaces across the state. Members voted on and decided on key elements of the EB claim. There were a few great journal articles in 2018 that members can still access to get all the details. These include [EB- What's in the claim?](#) and [EB9: Why does gender pay equity matter?](#) As our claim has been developed, bargaining will commence in 2019 as the current agreement expires on the 30 June 2019. Keep up to date with information distributed by the QTU and local workplace reps as it is integral that members are aware of what is occurring and are aware of any industrial action or ballots when needed.

PPCR Update - QTU, Worth More!

The Promotional Positions Classification Review (PPCR) was completed at the end of 2018. The QTU will be providing a detailed analysis of the report soon but a [DoE/QTU Joint Communiqué](#) was sent on the 1 February 2019. QTU members will be able to access this analysis through a PPCR Update that will be sent to you soon.

- The Department of Education PPCR report offers three options for principal classification structures (and related structures for other promotional positions) based on all the information gathered.
- There are no salaries attached to classifications. That is a matter for EB negotiations.

Not only will the QTU be liaising with Principal Union Representatives and the Education Leaders' Committee about the different classification structures but the QTU will facilitate opportunities for the broader membership to provide input and feedback. *We need to ensure that our school leader members, including all in a promotional position, are properly recognised for the incredible work they do.* We are particularly focusing on their expertise as system/workplace leaders, educational leaders and community leaders.

QSuper Income Protection

QSuper members who access extended unpaid leave (greater than 12 months) and don't make superannuation contributions for this period, need to be mindful that this may impact on their income protection policy. Where no contributions are received for a period greater than 12 months, QSuper will automatically change the IP cover from a percentage of salary cover, to a unitised rate of cover (which may be significantly less than the percentage of income). QSuper will contact their members to notify them of this change when it occurs via email. However, we are aware that people on extended leave may miss this communication. When members return to work and start making super contributions once more (return to work, or paid leave) the reversion to a percentage of salary cover **will not** be automatic. QSuper members will need to notify QSuper that they wish to return to a percentage of salary Income Protection cover, if this is their preference.

Locality Allowances

In May 2018, a new public sector directive on locality allowances was released. The purpose of the directive is to prescribe the locality allowances payable to officers and employees appointed to work at centres named in the directive. Under the Public Service Act 2008 and the Industrial Relations Act 2016, locality allowances are paid to public service officers and temporary employees engaged under the relevant sections of the acts. There are some local areas within Logan, Redlands and the upper Gold Coast which do attract a locality allowance. You may like to have a look at specific site allocations which can be found [here](#). Some local areas include Dunwich, Macleay Island and Russell Island. Further information on the new directive can be found in this [QTU Journal Article](#).

Local Consultative Committee (LCC) Survey

Given the necessity under the Agreement for schools to have a well-functioning LCC to manage a range of industrial matters, I will be supporting union reps and principals with LCC training and advice. As part of this process later in term one I will forward a 'survey' to union reps and principals which will take two to three minutes to complete. This will ensure that I can provide the right support to your school.

LCC- suggested topics for term 1 and term 2 2019

Every school is required to have an LCC if you have more than 20 employees. The LCC is the local consultative committee, a union/management committee responsible for effective change management within the school. How this is achieved is inherent in its name – through consultation. To assist admin and QTU members, we have created an example program with suggested topics. Some suggested topics for 2019 are below to assist schools. Further information can be accessed via our guides located [here](#).

Term 1 2019	Term 2 2019
<ul style="list-style-type: none">• Consultation re: the initiation of the annual performance review in the school (evaluation/review after 12 months)• Consideration of converting workplace reforms to permanent reforms• Initiation/implementation/ evaluation of workplace reform• Conversion of staff allocation to TRS• Consultation re: school reporting processes, including timing of parent/teacher interviews and mid-semester reports• Consultation re: system of collegial engagement in classrooms• OHS	<ul style="list-style-type: none">• Implementation of APR• Initiation/ implementation/ evaluation of workplace reform• Review bus and playground duty roster• Review purpose, frequency and duration of staff meetings• OHS

Training Dates for Term 1

The Union offers a range of courses and seminars focusing on supporting its members by developing skills in a variety of areas through QTEC and organiser run training. The QTEC training dates for Semester 1 are listed [here](#). Further Organiser led training will be communicated via email and [here](#).

Event	Date	Time	Location
LCC Training	28 th February 2019	4.00pm - 5.00pm	Springwood Office
Assertiveness Training Level 2	5 th March 2019	3.45pm – 5.30pm	Kingston SS
LCC for Educational Leaders Combined with DoE (Kirsty Payne presenting)	6 th March 2019	3.00-5.00pm	DoE Regional Office- Hope Island
QTU Union Reps Conference 2019	Friday 8 March 2019	8:30am – 3:30pm	Brisbane Convention and Exhibition Centre South Brisbane
Principal Union Reps Training	22 nd March 2019	TBA	Brisbane
Know Your Working Conditions for New Educators	26 th March 2019	4.00-5.00pm	Springwood Office
Union Reps Intro Training	Friday 29 th March 2019	9.00am- 3.00pm	Springwood Office

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