

Term 3, 2021

Covid Update



Kelly Creedon
QTU Organiser
Logan Redlands

I have been communicating with many members in our amazing area over the past few weeks during these COVID-19 restrictions. I want to recognise the hard work you have all taken in implementing strategies and protocols in your workplaces (including mask wearing) to ensure that our schools remain COVID safe. The space is constantly changing, and it is difficult to keep up.

1. **The best first step for information is to go to www.qtu.asn.au** (information is constantly being updated) Covid [FAQ's](#) are being updated daily.
2. If you require any **further clarification** contact the Queensland Teachers' Assist Desk via email at qtad@qtu.asn.au or on phone **1300 11 7823**.
3. If there are concerns pertaining to individual member queries these will be referred to an appropriate QTU officer.

As announced on Sun 8 Aug, teachers, school leaders and other school employees have been moved into category 1b for the COVID-19 vaccine. This follows months of QTU advocacy on members' behalf. This is an excellent outcome for members achieved through consultation with the QTU.

All school staff are encouraged to book an appointment through the online QHealth process and will be prioritised subject to vaccine supplies from the Commonwealth. We are aware of issues with staff who have already registered for a vaccine, not being able to change their status to be added to the priority group online. The advice is for people in this situation to call **13COVID** and the QHealth staff will make the change manually as this cannot be done online.



We will ensure that you are kept up to speed with information via QTU Newsflashes and through member emails. Please take the time to read these communications to assist you in keeping up to speed.

At branch meetings this term we have been discussing the importance of being aware of the Queensland COVID-19 Planning framework, it is important everyone continues to regularly review [the Framework](#) to consider how the easing of restrictions will apply to your workplace.

QTU Membership

Now more than ever, membership of the QTU is key to ensuring people remain *safe* and *informed*.

Leading into EB 10, it is also an opportunity for members to determine what is included in our log of claims and shape the future of our profession.

Personally inviting people to join and sharing your story of why you belong is extremely powerful, especially for new and young teachers. Many early career teachers may not understand the concept of 'union' and having a chat will help.



QTU Delegates attending QTU Biennial Conference in July 2021

CURRENT ISSUES & NEWS

Occupational violence and staff wellbeing

Ensuring our members are safe at work is a key and ongoing priority of the QTU. We have been working regularly with the Department to ensure that the Department (as the employer) has policies and procedures that ensure your safety at every level. These are coming to fruition and the latest aimed at supporting your safety is the Parent Code of Conduct which came into effect in July 2021.



The Queensland state school Parent and Community Code of Conduct (the Code) outlines expectations of how parents and visitors will conduct themselves in our school communities. Schools can adopt or adapt the Code to suit local needs. If the Code is adapted, it should not be at the expense of the safety of employees, including those in leadership positions. This Code is in place to help support your safety in your workplace. There are protections in various legislations to ensure that parents who have behaviour that could be a hazard to the health and wellbeing of employees is risk managed. The QTU has developed a Legal document (only available to QTU members) which brings this information together. The document can be accessed by members on the QTU website [here](#).

First and foremost, you need to ensure the safety of yourself and others. You are required by law to report all incidents and near misses that have the potential to cause harm on MyHR. We get asked what can be done if someone refuses to lodge a report on MyHR following an incident they are involved in. The answer is that if you witness an incident that has caused harm or had the potential to cause harm, you are able to lodge it as a witness. The purpose of the report is to ensure that the hazard is managed and the risk of injury happening to others is minimized.



The QTU Journal has a regular section on WHS and often includes references to occupational violence. There are also resources on the QTU website:

www.qtu.asn.au/occupationalviolence

For individual support, contact the QTU.

QTU Members at Macleay Island SS during a recent workplace visit discussing current issues including Occupational Violence.

EB9 salary increase on 1 July 2021

One of the things you should have noticed in your pay slips is that the second in our EB9 pay rises came into effect over the holidays. The third and final salary increase in this EB cycle will occur on 1 January, 2022. In addition to the final pay increase, EST 2 will come into effect in 2022. We are currently working with the department to develop a streamlined and simplistic approach to converting teachers across to this new pay classification. Information will be coming out shortly about this process.

Classification Level	Pay Band	Min	Max	Step	Rate
Professional Level	1	100,000	105,000	5,000	102,500
	2	105,000	110,000	5,000	107,500
	3	110,000	115,000	5,000	112,500
	4	115,000	120,000	5,000	117,500
Senior Professional Level	5	120,000	125,000	5,000	122,500
	6	125,000	130,000	5,000	127,500
	7	130,000	135,000	5,000	132,500
	8	135,000	140,000	5,000	137,500
Senior Professional Level	9	140,000	145,000	5,000	142,500
	10	145,000	150,000	5,000	147,500
	11	150,000	155,000	5,000	152,500
	12	155,000	160,000	5,000	157,500

To find out what your salary is currently and what it will be in the future go to the [Salary Schedule](#) on the QTU website

EB10

Now that we have entered the last 12 months of EB9 it is again time to start developing the log of claims for EB10. As with every enterprise bargaining negotiation, the QTU will be pursuing fair salary increases across the profession. However, three priority areas for negotiations have emerged over the life of the current agreement. As such, the QTU is proposing that these issues be themes in the EB claim. They are teaching and learning, remuneration and equity. Members across the state will be asked to develop, through school and branch meetings, their own claims to contribute to the collective voice.





Branch meetings

Why not make 2021 the year for you to attend branch meetings? This is one of the most effective ways to get involved in the democratic structures of the Union. *Many branch meetings during term 3 will focus on EB10 development and how members can have their say about what is included in the log of claims.* Find your next branch meeting [here](#).

QTU Area Council, Lead Union Reps and Principal Union Reps recently met up to discuss current issues and the upcoming EB and how we can support members in all our schools in Logan Redlands.



Why attend? Legal risks are everywhere. Accessing the right information will protect yourself and those around you. This seminar will give you the chance to hear directly from the QTU's lawyers.

We will cover what's new and what to look out for in:

- Crime & Corruption Commission investigations in Education
- Conduct that puts Teacher Registration at risk
- Overlooking a mandatory report
- Obligation to investigate complaints about teachers under new Directives
- The QTU's legal assistance service

1st September 2021 7.30am—9.00am
RSVP [here](#) by COB Friday, 27/08/2021

We will cover what's new and what to look out for in:

- Crime & Corruption Commission investigations in Education
- Conduct that puts Teacher Registration at risk
- New workplace investigation Directives
- WorkCover and duty of care generally
- Teacher's rights
- The QTU's legal assistance service.

1st September 2021 4.00pm—6.00pm
RSVP [here](#) by COB Friday, 27/08/2021

QTU Contact

Information requests and general enquiries can be taken by our staff on the Queensland Teachers' Assist Desk (QTAD), Monday to Friday, 8.30am to 5.00pm on **1300 117 823**. Contact with me and the QTU will remain unchanged – emails should be sent to springwood@qtu.asn.au

Please do not hesitate to contact your Union. It is vital that you have the information and advice to help you navigate the obstacles and challenges ahead. I have included the resources below for your convenience, but of course there is plenty more available on our website.

Resources and Links

- [QTU COVID-19 Information for members](#)
- [Workload and Wellbeing](#) – includes WHS resources
- [Join the QTU online](#)
- [Consultation Guide \(including info on LCCs\)](#) – this will assist in your work with QTU Reps

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