

LOCAL NEWS FOR GOLD COAST TEACHERS Term 1, January 2020

Dear Gold Coast QTU members,

2020 – NEW YEAR, NEW DECADE, NEW CERTIFIED AGREEMENT

I would like to start with a sincere shout-out to the thousands of QTU members who spent their holidays preparing for the 2020 school year. I'd especially like to recognise the efforts of those members who spent days on site setting up and getting things in order.



My family adopted a two-year-old border collie over the holidays, consequently in the weeks before heading back to work I've spent about three hours a day walking the southern Gold Coast... During these walks, I've seen many of you at school well before the school year began. I've seen you heaving furniture, tending new gardens, painting walls and building shelving. I know that work will go largely unrecognised, and I understand you don't do it for the recognition anyway. But, I would like to thank you on behalf of the QTU members, staff, students and community members who benefit from your efforts.

WORKLOAD

If your 2019 was anything like mine, I suspect you're looking forward to a more positive and balanced 2020... The good news is **there are definitely things we can do to reduce workload for everyone!** In fact, it's an industrial requirement for teachers and school leaders at all levels!

The **certified agreement** actually says: *"The department is committed to providing effective work practices that support wellbeing, work-life balance and a safe work environment. As far as practicable, the work of an individual teacher is not to be unreasonable or excessive."* I encourage **all** members to participate in a professional conversation about reducing workload, to hold DoE to account for employee wellbeing, and to participate in the consultative processes required by legislation.



Workload conversations should be about finding ways to reduce workload, not attribute blame. School leaders and classroom teachers alike are entitled to a healthy and safe work environment. We need to work together to identify the issues contributing to increased workload and remedy them.

There is no one size fits all solution to excessive workload; but reducing teacher and school leader workload is my number one focus for 2020. Consequently, I am asking all members to:

- consider the value of the task – *will this improve X?*
- evaluate the mode/means/method – *is this the best/most appropriate way/person?*
- assess the timing – *does this need to happen now?*
- contemplate the level of consultation – *has there been an opportunity to contribute to the decision-making process?*



FUN FACT

Did you know there is now a Workload Advisory Council (WAC) which comprises equal departmental and QTU representation? Its first order of business is to assess the impact of SATE. The new certified agreement also includes *Principles of Good Workload Management*, which **require** discussion and review of workload that “*take into account the training, skill, knowledge, career and professional development of individual employees.*” These unprecedented industrial provisions exist as a result of QTU

advocacy in response to member concerns. The most crucial thing now is that we use them! Come along to a branch meeting (dates in the table below) to learn more about *how...*

FUNNIER FACT

The Department of Education produced this cute little animation to clarify roles and responsibilities in relation to student absence <https://www.youtube.com/watch?v=b3LbvUGr4FI&feature=youtu.be>

QTU EVENTS

Check out the menu of delicious QTU sessions for Term 1.

DATE	EVENT	TIME & LOCATION
Monday 10 February	Benowa Branch meeting (AGM)	4:00pm Benowa Tavern
Tuesday 11 February	GC East/Merrimac Branch meeting (AGM)	4:00pm Burleigh Sports Club
Wednesday 12 February	Nerang/Upper GC Branch meeting (AGM)	4:00pm Nerang RSL
Thursday 13 February	Southport Branch meeting (AGM)	4:00pm The Grand Hotel
Monday 17 February	GC South Branch meeting (AGM)	4:00pm Currumbin RSL
Wednesday 19 February	Beginning Union Rep Training	9:00am-3:00pm Colonial Golf Club
Wednesday 26 February	Occupational Violence and EB9 for School Leaders	9:00am-12:00pm Colonial Golf Club

Tuesday 3 March	Behaviour Management Training – Beginning Teachers	9:00am-3:00pm Colonial Golf Club
Thursday 19 March	Assertiveness Training	9:00am-3:00pm Colonial Golf Club
Thursday 26 March	Conversion of Temporary to Permanent Employment	4:00-6:00pm Colonial Golf Club
Thursday 2 April	Managing Challenging Behaviours	4:00-6:00pm Colonial Golf Club



Advanced Union Rep Training 2019



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Contact QTAD for quick access to basic information and advice on your working conditions.
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