

TO: QTU MEMBERS

QTU members reject pay increase deferral, accept government proposal

In this Newsflash: ballot outcomes, QTU response for workload reduction, proposal for extra school holidays

Thank you to all members for participating in the ballot. The strong return provides clear support for the government's proposal. At its meeting on Monday, Executive will consider the outcome and feedback from members in further detail.

Ballot outcomes

Members have voted overwhelmingly to reject the pay increase deferral and accept the government proposal.

After being open for a week, just over 27,800 members voted in the ballot, with 89 per cent voting to reject the pay increase deferral and 84 per cent voting to accept the government's proposal.

The QTU has written to the department today to ensure that the reviews commence immediately and all members have access to the proposed additional leave.

The QTU has been working with the department on the process enabling temporary teachers to access permanency. Members eligible for conversion will have received an expression of interest email last week. The QTU will ensure that COVID-19 will not affect their continuity of service for the purpose of accessing permanency.

QTU response for workload reduction

QTU's initial position on strategies that will result in an immediate reduction in workload by the end of Term 3 include:

- reviewing and reducing the number of assessment items
- removing the requirement for mandatory comments on report cards
- changing the number of parent-teacher interviews and processes for parent contact
- improvements to OneSchool records
- establish lesson maximum planning requirements
- addressing individual learning plan expectations
- changing requirements for pedagogical frameworks.

With respect to data collection and the school accountability regime, it is the QTU's position that:

- school reviews should cease
- annual performance review processes should be optional
- new initiatives should require a workload impact assessment and consideration by the Workload Advisory Council (WAC)
- the expectation for data walls should cease

- multiple data entry points should cease, i.e. data to be recorded in one place only.

The QTU has forwarded the without prejudice responses to the department this afternoon, clearly stating its intention for negotiations to commence next week.

Additional school holidays in 2020

The acceptance of the government's proposal will result in the additional two days holiday at the end of the school year.

This means that members in the far north and west of the state will finish school on 2 December and members in the rest of the state will finish the school year on 9 December.

It is the Union's view that all members who are covered by the certified agreement should have access to the additional two days leave. This includes part-time teachers and senior guidance officers, as well as classroom and specialist teachers, heads of program and school leaders.

The QTU has sought clarification in relation to the implication of the two additional days of school holidays for part-time teachers not generally rostered for work on Thursdays and Fridays, and for supply teachers and how this will be recognised by the Government. The QTU are awaiting a response.

The Union appreciates the impact these additional days leave may have on some planned school activities and will work with the department to provide advice and support to help schools address these issues.

Progress updates

In accordance with Executive's resolution, a report on the progress of negotiations will be provided to QTU State Council on **22 August**. If Council determines that insufficient progress has been made toward workload reduction, it will recommend the appropriate course of action. The government has stated that its intention is for the reviews to be finalised by the end of Term 3 and that they should result in tangible workload reduction.

In addition to the reports provided to Council, the QTU will also provide regular updates through Workload Reduction Campaign Updates.

The QTU continues to hold discussions with the government in order to seek some support for members in TAFE who have also been affected by the pay increase deferral. TAFE Executive and Council will consider the outcomes of these discussions when they are finalised.

Workload Advisory Council

To date, there have been just over 500 submissions to the WAC. It is important that the government is aware of the breadth of issues impacting on member workload. The greater the number of submissions, the more seriously the department will take the issue of workload reduction.

While the reviews under the proposal are conducted, the WAC process will close and the issues relating to workload identified by members will be used to develop strategies to further reduce workload.

Members are encouraged to complete submissions to the WAC to further support the review and provide suggestions for workload reduction. The review process closes on **16 August**.

Authorised by:

Graham Moloney
General Secretary