

The whole is greater than the sum of its parts

Scholars and philosophers debate whether the statement “The whole is greater than the sum of its parts,” can faithfully be attributed to Hellenic thinker Aristotle. Certainly, Aristotle never uttered a word of English – a language not spoken until at least 700 years after his death - so any translation of what Aristotle might have spoken needs to be framed through the zeitgeist of a different time and place.

A philosopher, political thinker, educator, artist and more, Aristotle’s purpose for schooling included the development of a human ethos that prepared Athenian youth to undertake their role as citizens in the nation’s political, social, and economic affairs. His school curriculum valued music in the primary and secondary phases of schooling.

“The whole is greater than the sum of its parts” sounds like something of an activist educator and artist promoting the values of democracy, and the phrase is also useful to reflect on, at this time in our union’s EB9 negotiations. **The QTU’s log of claims includes specific claims on behalf of our instrumental music teachers and instructors**, as well as our school leaders, employees in regional and remote locations, Union Representatives, and a range of other “parts”. A fundamental principle of organised labour is that there is strength in unity. The QTU believes that drawing all of the parts together, standing in solidarity, our voices united, has a synergetic impact that results in the whole of our 45,000 plus members being greater than the sum of its parts.

EB9 – “Democracy is when the indigent, and not the men of property, are the rulers.”

A fundamental principle of organised labour is that there is power when the workers stand together, and that is why the QTU’s process for a replacement certified agreement commenced in 2018 with consultation with our members in our organised branches in every region throughout the state. Following consultation with members in branches, the QTU developed our log of claims, which was referred to our democratic structures for endorsement before it was presented to the Department of Education. On behalf of our 45,000 plus members, the QTU has been negotiating with the department since March for a replacement certified agreement.

In the past weeks, the QTU has again been meeting with branches to report on the slow process of negotiations and to seek endorsement for the next steps in our EB9 campaign for improved wages and working conditions. Through these meetings, in accordance with the Rules and Constitution of the QTU, members have called on the government to deliver its commitment to a new classification structure for school leaders and heads of program, measures to address increasing workloads, and measures to address gender employment equity in education.

QTU members employed as instrumental music teachers and instructors should also be aware of their “part” in the QTU’s log of claims. In addition to the “whole” benefits that we all share, like salary increases and access to permanent employment, our Union is specifically negotiating for:

- the alignment of rostered duty time for instrumental music teachers/instructors with other teachers
- class sizes for instrumental music teachers/instructors specifically addressing combinations of different instruments
- supervision arrangements for instrumental music teachers/ instructors to be revised for large ensemble rehearsals over 28
- a non-contact time increase for instrumental music teachers/ instructors

- joint statement for instrumental music teachers/instructors
- an allocative methodology review for instrumental music
- access to the experienced senior teacher classification for all instrumental music teachers/instructors.

EB9 actions - “You will never do anything in the world without courage.”

The QTU is calling on all QTU members to stand together and add their voice to our EB9 negotiations. With the current agreement reaching its nominal expiry date at the end of June, the Department of Education now has less than three weeks to make an offer that will deliver a new salary classification structure for school leaders and heads of program, address workload, address gender employment equity, and deliver fairness to the working conditions of instrumental music teachers and instructors.

In response to the slow progress of negotiations, and following area meetings throughout the state, the QTU has approval from the Queensland Industrial Relations Commission to conduct a ballot of members to undertake protected industrial action.

The QTU’s protected industrial action ballot is open in schools now.

Contact the QTU representative in your base school for details of how you can participate in the ballot.

**Vote YES
to add your voice
to negotiations to secure fairness in the
working conditions of instrumental music teachers and instructors.**

On the first three days of the winter vacation, QTU elected delegates representing branches from across Queensland will convene in Brisbane for our biennial QTU Conference. All QTU members who may be in or around Brisbane are called to join us on day 3 of the conference as we rally in the streets of Brisbane, urging the Queensland Government to intervene in our EB9 negotiations. Details of the rally will be available in schools in the coming days.

QTU DATE CLAIMER

Instrumental music teachers and instructors be heard:

Join us on **3 July in Brisbane**
at the **QTU rally for**
increased pay and improved working conditions.

Work-to-rule – “Even when laws have been written down, they ought not always to remain unaltered.”

QTU members employed as instrumental music teachers and instructors should be proud of holding the line and enforcing the QTU work-to-rule directive. The QTU has been working with our members, who are both teachers and school leaders, in good faith, to negotiate the implementation of the instrumental music teachers and instructors work-to-rule directive. Earlier this year, the QTU discussed the work-to-rule hours of duty provisions to specifically meet local school times that do not fit into a 9:00 – 3:00 timetable. More recently we have been discussing with members and school leaders the implementation of part 4 of the directive.

It is important to understand that the rules addressed in the work-to-rule directive are the department’s own rules. Some rules have been agreed to through industrial processes, like the award and current certified agreement.

Some rules have been agreed to through consultation with the QTU, like the Curriculum and Assessment Reporting Framework. Some are rules that the QTU rejects, like the Department of Education's Instrumental Music Policy, which was never agreed to by the QTU.

A sentiment that sounds like an Aristotelean idea, is that rules ought not be exempt from review and change. What we know is that the QTU work-to-rule directive has exposed the ineptitude of the Department of Education on matters related to instrumental music, specifically its arrogance in creating documents without consultation. But as a direct result of the courage of QTU members employed as instrumental music teachers and instructors in implementing the work-to-rule directive, the department is now scrambling to change the rules, specifically the Curriculum, Assessment and Reporting Framework and A-E reporting.

A - E reporting – Part 4

Instrumental music teachers/instructors who are members of the Queensland Teachers' Union are hereby directed to work-to-rule in accordance with the conditions of the industrial instruments, including:

IV not preparing or providing samples of student work for moderation, nor attending moderation meetings, nor providing A – E reporting for instrumental music students

The work to rule exists as a response to the workload and professional recognition of instrumental music teachers and instructors – and part 4 of the directive is at the very core of this. As such, the QTU has consistently articulated a willingness to work with the department, school leaders and individual members to resolve matters related to the work-to-rule directive. The QTU has engaged in good faith negotiations with school communities throughout the state to support the implementation of the work-to-rule at the local level. Such local conversations should not undermine the work-to-rule. Nor should such conversations result in additional workload of instrumental music teachers and instructors who are members of the QTU.

If the QTU's good faith negotiations are creating additional workload challenges in your school or region, the QTU reaffirms that:

members of the QTU are directed to not provide A-E reporting for instrumental music students.

For more on part 4 of the work-to-rule directive, including the department's failure to include instrumental music in the Curriculum and Assessment Reporting Framework, refer back to the frequently asked questions in the [February](#) issue of the Instrumental Music Bulletin

Recruitment

Instrumental music teachers/instructors who are members of the Queensland Teachers' Union are hereby directed to work-to-rule in accordance with the conditions of the industrial instruments, including:

VI not sending recruitment letters, nor showing the recruitment video

The QTU understands the complexity of work in twenty-first century schools, and we know the rising workload pressures that instrumental music teachers and instructors continue to experience. Recruitment of instrumental music students is yet another example of the obligation of the department to consult with the QTU and change the rules.

The department's own Instrumental Music Program Policy, which continues to sit under the 'Parents and carers tab' of the department's website, is a document that was created without consultation with the QTU. **The QTU rejects the Instrumental Music Program Policy** because it invents positions that do not exist in the agreed industrial framework. For example, there is no agreed role description for a school coordinator, yet the department's policy assigns eleven responsibilities to this position, including the responsibility for student recruitment.

The QTU will report more about recruitment in the next bulletin, but unless you are a school coordinator – and you are not because such a position does not exist – the QTU reaffirms part 6 of the work-to-rule directive.

For now, the QTU reaffirms its willingness to support local school-based conversations to address the matter of workload that underpins the current work-to-rule directive. In the case of school-leaders allocating additional release time to instrumental music teachers and/or instructors for the purposes of recruitment, such activities could be undertaken. The QTU caution is that we know that the task of recruitment is more complex than changing the date on last year's letter, running off photocopies and dropping them into classroom teachers' pigeon holes. Therefore, any local school-based conversations should document all of the tasks that will be undertaken across a period of time, and release from teaching and ensembles allocated accordingly.

Mandatory reporting

Instrumental music teachers/instructors who are members of the Queensland Teachers' Union are hereby directed to work-to-rule in accordance with the conditions of the industrial instruments, including:

VII aside from mandatory reporting, not providing any reports on OneSchool, including parent contacts

The QTU is alarmed that some members have reported being instructed to provide A-E reporting on OneSchool because such reporting is necessary to fulfil "mandatory reporting" requirements. Such advice to members is either further evidence of departmental ineptitude or a deliberate attempt to interfere in Union members' following of a directive. The former may be a breach of the Code of Conduct and the latter might contravene the Industrial Relations Act, 2016.

Academic reporting is entirely separate from mandatory reporting.

Mandatory reporting applies when a reasonable suspicion of harm is formed in the course of the reporter's employment.

Should inaccurate advice continue to be promulgated in your region or schools, the QTU recommends providing the relevant officer of the department with [this link](#) to the Department of Education's Student Protection Procedure.

Professional support

Instrumental music teachers/instructors who are members of the Queensland Teachers' Union are hereby directed to work-to-rule in accordance with the conditions of the industrial instruments, including:

VIII not participating in annual teacher performance meetings, aside from those agreed to at base schools that are in accord with the joint statement

IX not participating in triads, or any other method of collegial engagement, aside from those in a base school that are in accord with the joint statement.

Parts 8 and 9 of the work-to-rule directive reinforce the Aristolean assertion that rules need to be reviewed and changed.

The department created joint statements that fail to recognise itinerant teachers working across multiple schools. The QTU acknowledges the collegial benefits of instrumental music teachers and instructors sharing knowledge and practice related to the professional standards, however the joint statements do not currently provide for this to occur.

The department needs to review the joint statements or agree to the QTU log of claims and commit to developing a Joint Statement for Instrumental Music Teachers/Instructors.

Since our last Instrumental Music Bulletin, the QTU was alarmed to receive reports that some of our members who are employed as instrumental music teachers and instructors had received an email from officers of the department, requiring them to identify whether or not they will participate in moderation meetings. There are provisions in the *Industrial Relations Act, 2016* that protect union members from discrimination for engaging in union activity.

The QTU advised the department of our intention to commence dispute resolution procedures on behalf of our members, and consequently a revised email was sent from the department to its employees.

For more on parts 8 and 9 of the work-to-rule directive, including the department's failure to address itinerant teachers like many instrumental music teachers and instructors, refer back to the frequently asked questions in the [February](#) issue of the Instrumental Music Bulletin.

Industrial support “The aim of the wise is not to secure pleasure, but to avoid pain.”

The QTU's negotiations for a replacement certified agreement look set to continue into term 3, past the 30 June 2019 nominal expiry date of the current agreement, and the QTU urges all members to remain engaged and active in our campaign to secure increased wages and improved conditions. If you've not been receiving EB9 updates and QTU Newsflashes, check and update your QTU membership details in five simple clicks.

1. CLICK [my QTU](#) to go to the membership portal
2. Enter your membership number and password, then CLICK the login button
(Can't find your password? - No problem. Click [here](#))
3. CLICK the green "Manage your membership" banner.
4. Check your mobile and email details and CLICK "Update Contact" if required.
5. CLICK logout.

The QTU has Organisers throughout the state who can assist members at the local level. Click [here](#) to find the contact details for your local QTU organiser.

The Queensland Teachers' Assist Desk (QTAD) is our members-only service that is available to respond to emails (qtad@qtu.asn.au) or direct calls on 1300 11 7823.

QTU members employed as instrumental music teachers or instructors might be interested in QTU President Kevin Bates' recent address to parts of the QTU TAFE Division, who are also engaged in a work-to-rule. In response to a question about the relationship between the QTU's protected industrial action ballot and the QTU's work-to-rule directive, Kevin stated,

The reality is that the only opportunity that union members in this country have to take protected industrial action is in the context of a specifically short window, every three years, at the end of the

bargaining period for a new enterprise agreement. We still take industrial action at other times, but it's not protected industrial action.

So in that context – some forces of evil out there in the community like to describe that action as illegal – it's not illegal, it's just not protected. In any event, there is little likelihood of there being an issue or a concern about people working to rule.

It's not a problem with members taking that action. It's authorised by the Union, and that allows the action to continue despite our negotiations.

And, to be honest, if the employer had been concerned, they'd have dragged us off to the Industrial Relations Commission about the work-to-rule before now.

I would be so bold as to assert the reason why they have not done so is because they know they've got a problem – and the work-to-rule is actually a perfectly reasonable response to the issues of workload that have been raised by members in their workplaces, and the employer is aware that they have to act now to prevent further harm to employees from the workload issues that they're experiencing.

Instrumental Music Reference Committee “Hope is a waking dream.”

The QTU congratulates QTU activists Nicole Elkins, Christine Jabs, Julianne Schick, and Luke Todd for being elected by QTU State Council as employee delegates on the newly created Instrumental Music Reference Committee (IMRC) for a two-year term of office.

Our QTU delegates have already demonstrated outstanding capacity to bring the voices of practicing instrumental music teachers into the department and articulate the challenges of rising workload. Members can be proud of the rigour and discipline that our QTU delegates have displayed.

QTU members will be aware that the department originally rejected the idea of a consultative body for instrumental music in our negotiations for a replacement memorandum of agreement. That we now have an IMRC offers some hope, but our delegates have also been exposed to the department's ineptitude at consultation on matters relevant to instrumental music. The QTU has already been forced to express disappointment to the department that some information from the IMRC has been mischievously been reported in some regions in a manner that fails to adhere to standard meeting procedure.

The QTU respects that officers of the department cannot always agree to matters in a meeting and that, as a matter of good governance, they report back through the Department of Education to seek guidance. There are also matters that the QTU delegates will not be able to agree to in an IMRC. For example, the work-to-rule directive will not be lifted by delegates in an IMRC meeting; this can only occur after a subsequent ballot of instrumental music teacher and instructor members. That is why standard meeting procedure is such that minutes are recorded, typically with actions assigned to the relevant party or committee member, and wider reporting does not occur until such time as the relevant party has had the opportunity to undertake their commitment.

That said, the QTU has offered to work with the department to provide joint communiques after each meeting of the IMRC. Our QTU delegates are well aware that the offer to produce a joint communique has subsequently not been supported by the department. Rather, representatives of the employer sought fit to provide unauthorised notes from the committee in their region.

The QTU and its elected delegates are committed to adhering to standard meeting procedure and good faith bargaining. We are committed to reporting on matters through joint communiques when agreed to by the department and, when such agreement is either not provided or is reneged upon, the QTU will communicate to members in an appropriately disciplined manner.

Safe and restful vacation

It's not too far into the distance. Just a little under three weeks. We know there is plenty to do before we get there, but QTU officers take this opportunity to thank you for the work that you undertake every day, in every school, with all of your students.

We also recognise the courage of our instrumental music teachers and instructors in having sometimes difficult conversations in order to hold the line on our work-to-rule directive.

We welcome all members in or around Brisbane on 3 July to join us for our rally to call on government to intervene in EB9 negotiations and to secure better pay and conditions. If you are coming to the rally in support of our instrumental teachers' part of the log of claims, please let Louise and Craig know by emailing services@qtu.asn.au

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General Secretary

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