

TO: QTU MEMBERS

QTU sweeps NAIDOC awards - IPS action ballot results

QTU wins QCU NAIDOC awards

The annual Queensland Council of Union's NAIDOC awards were announced yesterday (6 December) to mark the National Aboriginal and Torres Strait Islander Day of Celebration, with the QTU winning both awards. We offer congratulations to all involved for their leadership and dedication recognised in these awards.

QCU NAIDOC union award – Aboriginal and Torres Strait Islander Project Officer – membership growth

This project has allowed experienced Aboriginal activist and project leader Rachel Bos to connect with members and build networks with the Union's Aboriginal and Torres Strait Islander membership base. This visible project and the work that is being done in creating a culturally safe network has resulted in a feeling of safety around identifying and developing the strength and depth of the collective stories of Aboriginal and Torres Strait Islander members.

Dr Robert (Uncle Bob) Anderson Award – Margi Malezer and Leticia Choppy

Margi and Letitia have been active participants in the QTU's democratic structures and stalwarts of our Aboriginal and Torres Strait Islander member committee, Gandu Jarjum. They have also put their names and messages to the Fair Funding Now! campaign Voting is Deadly poster and to First Nation Workers Alliance materials and posters. It can be a challenge to be a unionist if you don't see people like you in this space. Margi and Letitia are committed to ensuring that local voices, faces and stories are present in the work of these national campaigns. They have both been active in connecting their communities and their communities of interest to the campaigns.

Are you an Aboriginal or Torres Strait Islander person and QTU member? Would you like to share your identity with your Union? Find more information [here](#)

IPS action ballot results

The ballot closed on Wednesday 5 December and the results from almost 500 state schools that took part have now been collated. Members were asked to:

1. condemn the state government's decision to extend funding for IPS for two more years - **83 per cent in support**
2. demand that the state government provide funding from Treasury for the full \$25 million cost for 2019 and 2020 - **94 per cent in support**
3. take industrial action should real change in human resources systems in the Department of Education not be delivered by the beginning of the 2019 school year - **80 per cent of schools (434 schools) support taking action, if required.**

One powerful message from these results is that QTU members in 75 per cent of the IPS that voted supported the need for change in the human resource practices of the department and will join the strike action.

Members have made their views very clear. The human resource management systems of the department are broken and the IPS that have chosen to operate outside of agreed processes have contributed to that situation. QTU members expect real change that improves human resource practices and delivers benefits for individual employees, schools and the state education system. They demand that transparency, resilience and fairness are restored to the teacher transfer and promotional position relocation processes and that changes must be made from the beginning of the 2019 school year.

On the issue of responsibility for funding the extension of the IPS initiative, 94 per cent of members support the call for the state government to provide the full cost of \$25 million to the Department of Education from Treasury rather than it being taken from existing education programs.

The QTU will continue to work through the IPS Strategic Directions Steering Committee to deliver the outcomes needed. We expect announcements about any agreed changes will be made to schools at the beginning of the 2019 school year.

Farewell and safe holidays to remote schools

Hundreds of Queensland schools in remote locations will finish school for the year today.

On behalf of all members of the QTU, we wish you and your loved ones a safe and healthy festive season and best wishes for the new year.

Authorised by:

Graham Moloney
General Secretary