



Kelly Creedon
QTU Organiser
Logan Redlands

Term 4, 2020

It has been a year like no other, for all of us. And we are now into the final term- the home stretch. 2020 has been a year of challenges and hardships but also growth and reconnecting and we definitely have a lot to be thankful for. I look at other states and countries who are just starting to emerge from COVID-19 and reflect on our journey here in Queensland. I am looking forward to this final term of 2020 and being able to get out and about in workplaces and to recommence some local training. Keep an eye on your emails for upcoming events.

Branch meetings will still be held in a zoom format for term 4- there has been plenty

going on this year and we would love for you all to please join us online for an update. *The more the merrier* We are hoping to be able to hold our annual Logan Redlands Christmas Party in person at the end of the term- please take this opportunity to come along, bring your QTU colleagues and celebrate what has been a massive, challenging and hopefully rewarding year for everyone.

I would love to catch up with you all.



Members vote for NAPLAN Ban

During September and early October the QTU held a ballot for QTU members in regards to NAPLAN. At the close of the ballot earlier this week, more than 94 per cent of the more than 8,000 members who participated voted to ban NAPLAN in all its forms. While we acknowledge that the ballot return is lower than usual, the decision of members participating in the ballot was clear – NAPLAN must go.

In accordance with the ballot outcome, Executive decided to issue the following directive:

All QTU members are hereby directed to cease all activities associated with the National Assessment Program – Literacy and Numeracy (NAPLAN) for the remainder of 2020 and the 2021 school year.

For further information on the NAPLAN ban please click [here](#).

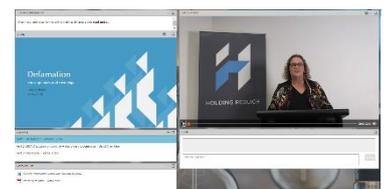
**Please note that this directive applies to all QTU members, irrespective of whether they participated in the recent ballot. The QTU's message for the past few years has been clear – NAPLAN in all its forms must go.*

Accessing QTU legal seminars has never been easier!

Due to COVID-19, the legal seminars planned for 2020 were postponed. Instead, we are providing all financial QTU members with the opportunity to access legal seminars online. The legal seminars will be accessible via a webinar for the next three months.

The webinar is presented by the Union's lawyers in three parts:

1. Defamation – consequences and meaning
2. Q & A discussion – criminal and disciplinary proceedings
3. WorkCover.



Members can access the [webinars on the QTU website](#). You will need your username and password. If you are having trouble, type in

Once registered, you will be able to send questions to Holding Redlich. Holding Redlich will provide the QTU with the names of participants so that the Union can send them a copy of the Teachers and the Law kit and relevant CPD recognition.

The webinar is only accessible to financial QTU members – another reason to be a member of the QTU



Get set for **WWAM!**

November marks the third annual annual Workload, Wellbeing and Assertiveness Month (WWAM), a time for members to come together and discuss issues in preparation for the next school year.

August State Council saw the launch of Enough!, a WWAM action designed to highlight the importance of reclaiming work-life balance,

In the lead up to our WWAM in November, visit the QTU website and download your own workload reduction Enough! card.

Then:

Think of a small action to reclaim work-life balance that you and your colleagues can support each other with

Write the action on the back of your Enough! card, and check in with each other.

Send a photo of your Enough! card to workload@qtu.asn.au

Workload reduction

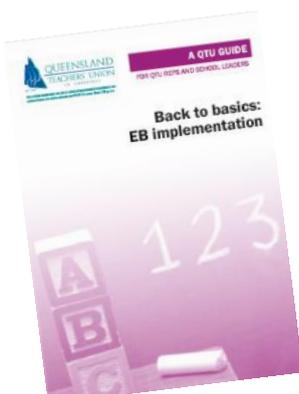
In the [last Newsflash of Term 3](#), the QTU provided a comprehensive summary of the initial outcomes of agreement between Union and the Queensland Government in relation to workload reduction.

Importantly, this agreement is a starting point to address workload. It is not the final position and there is still considerable work to be done; however, it is worth reflecting on the potential impact these measures will have on teacher and school leader workload. If you are fortunate enough to work in a school where these strategies are already the norm, you may not notice a significant reduction to your workload, but for many of our colleagues they will make a really big difference!

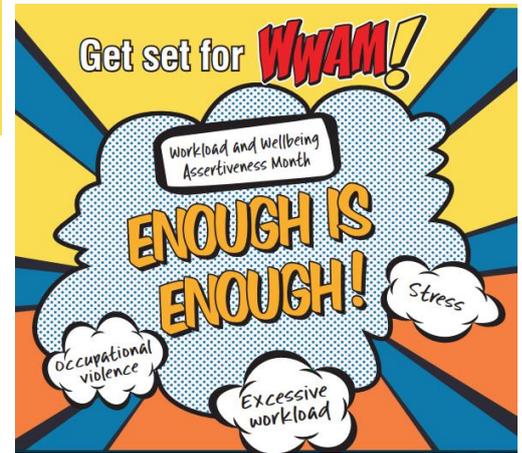
Having said that, this initial agreement is nothing more than words on a page if the strategies are not enacted in schools. It is the participation and activism of members in schools that enlivens such strategies. I am one person, advocating for 90 Logan, Redlands and Gold Coast schools and more than 4,000 QTU members; we have to remember that the Union's strength lies in the collective, not the Organisers and Officers. So please, take the time to read the initial agreement to reduce workload and ensure that all elements are being implemented at your school. If they are not, the first thing to do is raise the matter at the local level, which can be done directly with the school leadership or the school-based Reps.

LCC- suggested topics, Term 4 2020

Every school is required to have an LCC if you have more than 20 employees. The LCC is the local consultative committee, a union/management committee responsible for effective change management within the school. How this is achieved is inherent in its name – through consultation. To assist admin and QTU members, we have created an example program with suggested topics. Some suggested topics for 2020 are below to assist schools. Further information can be accessed via our guides located [here](#).



- Establish/review bus and playground duty roster for following year
- Review length and timing of meal breaks for following year
- Conversion of staff to TRS
- Review system of collegial engagement in classrooms
- Review planning processes in school
- Initiation/implementation/ evaluation of workplace reform
- OHS
- I4S proposals
- Establish/review agreed processes re: staff meetings



QTU occupational violence campaigns- Recognise, Report, Respond resources launched!

The QTU Occupational Violence Campaign kicked off at August State Council with the launch of the Occupational Violence: Recognise, Report, Respond kit.

The first stage of the campaign is to ensure members know what occupational violence is, how to report it, and what responses should be expected.



In other words:

- *Recognise*
- *Report*
- *Respond.*

Occupational violence is any action, incident or behaviour that departs from reasonable conduct in which a person is threatened, harmed, injured by another person in the direct course of their work

In the kit you will find a range of QTU documents, links to training and Department of Education links. In the lead up to WWAM, we are asking members to take a photo with a pledge poster, either on their own or with

their colleagues, to say yes to addressing occupational violence in the workplace: Because work should never hurt! These resources and more are available on the QTU website: www.qtu.asn.au/occupationalviolence



Gold Coast Golf Day

In addition to leading one of the largest schools on the Coast, Executive Principal and QTU Principal Union Rep Chris Capra organises the annual Gold Coast Golf Day. Thanks to Chris, well over 100 members enjoyed a wonderful day of golf at Palm Meadows on Tuesday 22 September. Check out some of the fun in the sun and pop a reminder in your calendar for September 2021...



Virtual Teach Queensland Career Fair

In September the DoE held their very first 'Virtual Career Fair' where we spent the day with over 800 graduates and teachers who were looking at career opportunities and talking all things QTU. A very different experience to being at the convention centre but we had a blast doing it!

TUH Massages and Coffee Vans

The QTU community knows the struggle that teachers sometimes face in finding other communities that "get it". Teaching is a unique profession. We know that teachers sometimes feel that they have to justify their school holidays, explain that they don't just work 9 to 3, and often tend to run in friendship circles of other teachers because it's hard to fully explain how all-encompassing and complex the job can be.

So, when an organisation actually "gets it", and makes a real effort to show teachers that they "get it" – its a breath of fresh air! At the QTU, we were thrilled that our allies over at Teachers' Union Health (TUH) stepped up to genuinely and meaningfully thank teachers for all the extra hours and extremely hard work they put in during the weeks of learning at home. TUH's gift of a free massage to all teacher members was something many teachers really appreciated and made sure they took advantage of!

In our area we have also been partnering up with Teachers Union Health and getting out and about in schools around the region- and I can't think of a better way to do this- Thanks a Latte for everything from TUH! If you see us around, make sure you come down and say Hi!



To find out more about TUH, visit www.tuh.com.au/qtunwa.

Members at Windaroo SS enjoyed an early morning coffee in the lead up to the holidays



New Educator Connect- new and improved!

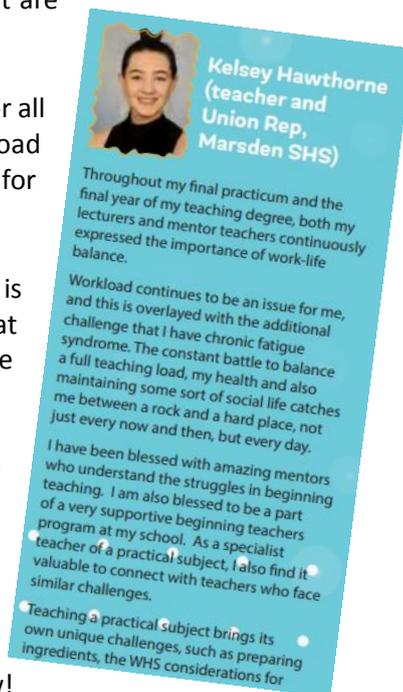
We know you're busy, we know your inbox is overflowing; but we also know that it's super important to stay on top of the issues that are impacting beginning teachers right now!

We all know that one of the biggest challenges for all teachers is workload. This is why workload continues to be the QTU's number one priority for 2020. We are all in this together.

Check out local QTU workplace rep Kelsey Hawthorne from Marsden SHS who is featured in the latest QTU journal with a great article. If you know of another great new educator that would love to be profiled, please let me know for future possibilities.

We at the QTU understand that the issues of workload and work-life balance are often central to the experience of those who are new to the teaching profession. Recently you would have received the first [Workload Update for New Educators](#). You'll receive more of these updates in the future – make sure you engage with us to understand what's happening in terms of workload reduction.

You can access a range of articles [here](#) – we guarantee you'll learn something new!



Events & Training Dates for Term 4

We will be resuming face to face meetings and training sessions in Term 4 (provided restrictions remain unchanged). Invitations will be emailed directly to members, and you will need to RSVP for all events.

Event	Date	Time	Location
Union Rep online training for NEW Union Reps *PART 1*	Tuesday 20 th October, 2020	1:00pm- 3:00pm	VIA ZOOM Link TBA
QuEST Understanding the Traumatized Child Registration required	Wednesday 21 st October, 2020	09:00 AM - 03:00 PM	Diggers Services Club
Promotional Panel Training- This shorter session is for those who cannot make it to the whole day training.	Thursday 22 nd October, 2020	9am- 12pm	Club Beenleigh, 28A Alamein St, Beenleigh
QuEST TRUE – Rainbow Matters Registration required	Monday 26 th October, 2020	09:00 AM - 03:00 PM	Palmer Colonial Golf Club
Promotional Panel Training- This workshop is more in-depth and will cover much more detail. There will be greater opportunity for discussion and interaction between participants.	Friday 30 th October, 2020	9am – 3pm	Club Beenleigh, 28A Alamein St, Beenleigh
QuEST HAT & Lead - New Workshop Registration required	Tuesday 3 rd November, 2020	04:00 PM - 07:00 PM	Palmer Colonial Golf Club
Union Rep online training for NEW Union Reps *PART 2*	Tuesday 10 th November, 2020	1:00pm- 3:00pm	VIA ZOOM link TBA
QuEST Classroom Profiling Level 1 Registration required	2 Days – 26 th & 27 th November, 2020	08:30 AM - 03:00 PM	QTU - Brisbane Office

Kind Regards,

Kelly

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