



QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES

Beginning teacher: under “Permission to Teach” (PTT) registration

Only registered teachers can be employed to teach in the Queensland schools under the registration process managed by the Queensland College of Teachers (QCT). PTT registration is a short-term interim form of registration from the QCT that allows a person to teach prior to completion of qualifications if a registered teacher is not available to fill a vacancy. The legislation allows a suitable preservice teacher (and in some instances others who are not pre-service teachers) to be employed when a registered teacher cannot be found to fill a vacancy. For more information on PTT please refer to https://cdn.qct.edu.au/pdf/Principles_for_Permission_to_Teach.pdf.



Things you should know about your basic working conditions before your first day of school as a PTT teacher

While your registration has been approved via the PTT provisions of the Queensland College of Teachers (QCT), your working conditions remain the same as all beginning teachers. They are outlined in the Teaching in State Education Award State 2016 and the Department of Education State School Teachers' Certified Agreement 2022. Here are some of your key conditions.

- ➡ **Rostered duty time (RDT)** is the time you are required to spend at school each week, which is generally governed by school bells. RDT is 25 hours/1,500 minutes per week, or 5 hours/300 minutes a day. However, a 10-minute paid rest pause is included in RDT each day (see below). As such, the “between the bells” teaching time is actually 4 hours and 50 minutes a day.
- ➡ **Rest pause** is a paid 10-minute pause in duties taken during one of the break periods. The rest pause is considered part of RDT and is provided in a separate break from a meal break.
- ➡ **Meal breaks** should fall between the hours of 11am and 2pm and be for an uninterrupted period of 45 minutes per day. This can be varied at the local level after consultation and the agreement of members via the local consultative committee (LCC). However, the length of the uninterrupted meal break cannot fall below 30 minutes a day, and across the week the meal breaks provided must total a minimum of 225 minutes (5x45mins).
- ➡ **Non-contact time (NCT)** is provided to classroom teachers for planning, preparation, and correction. Teachers determine the tasks they will complete in NCT and cannot be required to undertake prescribed tasks in this time. In primary and special schools, the award entitlement to NCT is two and a half hours (150 mins) per week. In secondary schools, the award entitlement to NCT is three and a half hours (210 mins) per week. NCT lost due to planned school activities must be replaced.

Since 2021, all teachers in their first 12 months of teaching have been provided with additional NCT per week, in addition to the NCT outlined above. The additional NCT is:

 - 70 minutes for beginning teachers in secondary schools.
 - 60 minutes for beginning teachers in primary and special schools.
- ➡ **Face-to-face teaching and associated professional duties** are colloquially referred to as “contact” time. In a primary or special school, the contact time of a teacher will be 21 hours and 40 mins (1,300 mins) per week. In a secondary school, the contact time of a teacher will be 20 hours and 40 mins (1,240 mins) per week.
- ➡ **Maximum class sizes** within schools should be:
Prep - 3, 11-12: 25 students per class
Years 4-10: 28 students per class.
Where composite classes exist across two year-level cohorts with different class-size targets (e.g. year 3/4), the class-size target would be the lower cohort target. Class size targets should be exceeded only in exceptional circumstances, and only after consultation with teachers. To support the teacher/s involved, a quid pro quo should be negotiated in relation to the additional workload associated with oversized classes.
- ➡ **Starting salary** The classification code for a PTT registered beginning teacher is Band 1, Step 1 (B01 01). Please see Salaries payable under the DoE State School Teachers CA 2022 at <https://www.qtu.asn.au/salaries-CA2022>. If you are currently completing your teaching qualifications while working as a PTT teacher, you must inform the Department of Education when you graduate and provide documentation to them to enable you to be paid a higher classification. Please make contact with the department's HR and Payroll teams for further advice.
- ➡ **Leave to undertake professional experience (PEX)** The QTU has successfully advocated for paid leave for PTT-registered teachers undertaking PEX. You should apply for this leave through the usual level processes within your school, providing sufficient notice of the dates requested. The leave type in MyHR is SupportPath Teach.