



QUEENSLAND  
TEACHERS' UNION  
OF EMPLOYEES

# Beginning teachers: general

## Things you should know about your basic working conditions before your first day of school

Teachers' working conditions 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 four year trained teacher is Band 2, Step 1 (B02 01). Once a teacher has completed 12 months of teaching, either in a full-time or part-time capacity, they will move to the next step on the salary scale. For most teachers, this will be Band 2 Step 2 (B02 02). Please see <https://www.qtu.asn.au/salaries-CA2022>

