

TO: QTU MEMBERS

Have your say in EB9

Every three years, the QTU negotiates a new industrial agreement setting the salaries and working conditions for the next three years. While the current certified agreement expires on 30 June 2019, it is important that prior to negotiations commencing the QTU seeks member input into the development of the QTU enterprise bargaining claim.

Arising from consultation with members, a number of key priorities and other issues have been identified and will be the subject of consideration at workplace meetings. These meetings will occur across the weeks of 20 August to 12 September. Only financial members of the QTU will be able to attend these meetings. Consequently, anyone not yet a Union member or who is unfinancial should ensure they join the QTU or reinstate their financial status to ensure their voice is heard.

On Monday this week, Union Reps received an Update with the relevant supporting materials to assist in holding the workplace meetings. This included a series of resolutions and supporting documentation.

The resolutions to be considered at workplace meetings are:

Resolution 1: THAT QTU members endorse PPCR, workload, and gender pay equity as the three key elements of the EB claim.

Resolution 2: What are the three most important issues that need to be addressed from the following list.

- NCT for collaborative discussions/personal/Union Reps
- class sizes
- permanency
- part time for retirement transition/family responsibilities/promotional positions
- allowances (including higher duties allowance)
- incentives for working in rural and remote communities
- professional issues
- workplace health and safety.

Resolution 3: THAT QTU members acknowledge that when determining the acceptability or otherwise of salary increases, the QTU Executive considers factors such as: interstate comparisons; government wages policy; increases in other education sectors; negotiations regarding conditions; inflation; other cost of living indices and the timing of increases (e.g. impact of date of increases on superannuation and other benefits).

Further information in relation to these resolutions can be found on the [QTU website](http://www.qtu.asn.au).

What happens after the workplace meetings?

Following the workplace meetings, feedback will be collated and reviewed by the QTU Executive. Further Information will be shared with members at branch meetings/area meetings in the first few weeks of term four. These branch meetings will provide members with the opportunity to consider the outcome of workplace meetings and ask questions regarding the final draft claim, prior to its consideration by State Council at its meeting on 3 November.

The claim will then form the substance of negotiations when these commence in 2019.

What about the current certified agreement?

The current certified agreement and the conditions it contains remains in place until a new agreement is negotiated.

Consequently, these conditions should continue to be implemented and enforced in your workplace. These include:

- a clear process for consultation and dispute resolution
- local agreements for the purpose, frequency and duration of staff meetings
- recognition that award entitlements to non-contact time (NCT) are to be used at the teacher's discretion and that any award NCT lost because of planned school activities needs to be replaced
- class sizes that can be exceeded only in exceptional circumstances and following consultation at the local level
- requirements for schools to have agreed data plans, agreed processes for collegial engagement in classrooms, agreed processes around reporting and lesson planning and agreed timeframes for annual performance reviews
- commitments regarding maximisation of permanency and payment for attendance at both student free days at the start of the school year for temporary teachers
- ongoing commitments to the Mentoring for Beginning Teacher Program.

When will the new agreement start?

A new agreement cannot be reached without member consultation and support. Consequently, the QTU cannot say exactly when a new agreement will be in place.

Member action

Members should attend their workplace meetings and where possible their branch meetings to ensure their voices are heard. Additionally, continue to check the QTU website, social media and other communications to remain informed.

It's your EB, consequently it's up to you to ensure you have your say.

Authorised by:

Graham Moloney
General Secretary