

# Queensland Teachers' Journal



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QUEENSLAND  
TEACHERS' UNION  
OF EMPLOYEES

The professional and industrial voice of Queensland's teachers and school leaders in state schools and TAFE for more than 130 years.

## 2020 STATE ELECTION SPECIAL EDITION



Visit [www.qtu.asn.au/election-qld2020](http://www.qtu.asn.au/election-qld2020) for regular election updates, or find us on [facebook.com/queenslandteachersunion](https://facebook.com/queenslandteachersunion)

# The QTU and the state election

The result of the Queensland state election will have major implications for the state's public education system and you, the teachers and school leaders that are at its heart.

That's because whichever party is elected on 31 October, be it ALP or LNP, will become your employer, giving it huge influence over your working conditions and the resources you receive to do your job.

That's why, in the lead up to the 2020 state election, your Union wrote to seven political parties in Queensland asking for their responses on 12 issues affecting education and employment conditions.

The list of 12 priorities (right) was adopted by the QTU State Council in August.

Rather than a comprehensive statement of needs, it is designed to help you distinguish between the parties on a range of issues

Three parties responded - the ALP, the LNP and the Greens - and their responses are summarised elsewhere in this special Journal.

## The QTU's priorities

- Increasing the state government expenditure to TAFE (as the public provider) to 80 per cent of the state's vocational education and training (VET) expenditure.
- Reducing teacher and principal workload to fewer than 42 hours per school week during the term of government.
- Increasing state government expenditure on state schools to more than 69 per cent of the schooling Resource standard (SRS) during the term of the government.
- Protecting teachers, principals and TAFE educators from occupational violence, including physical, verbal, cyber – and sexual abuse and harassment.
- Provision of alternative learning settings for disengaged students or students with persistent behavioral problems.
- A capital works program (including a share of stimulus funding) to:
  - » replace ageing school buildings
  - » upgrade the ICT capacity of all schools
  - » construct new schools to cater for growth across all sectors, including special education.
- The abolition of the National Assessment Program Literacy and Numeracy (NAPLAN) in its current form.
- The review of school curriculum to remove excess content and focus on essential learnings for the future.
- Maintaining and maximising permanent employment for teachers, principals and TAFE.
- At least one head of department (curriculum) in every primary school with enrolments over 200 and every special school.
- A full-time teacher-aide (30 hours) in every primary and special school classroom.
- Continued payment of employer superannuation contributions during unpaid parental leave.

You can find the parties' full responses at:

<https://www.qtu.asn.au/election-qlld2020>

For the QTU's approach to political and election engagement, visit:

<https://www.qtu.asn.au/affiliations>

## Involvement in elections

*The 2019 QTU Conference Statement had the following to say about the Union's role in state and federal elections.*

The QTU involvement in state and federal elections is directly connected to our strategic objectives. The QTU Conference confirms the need to continue to seek, through political campaigning and lobbying, influence over state and federal education and training policy. These government policies and the related decisions of governments have a direct impact on the working lives of members

in schools and TAFE and on the resources allocated to support our students.

The QTU is not affiliated with any political party but will continue to be involved in election campaigns. QTU campaigns will seek to elect governments and candidates who support teachers, school leaders, TAFE, public schools and workers' rights.

The QTU Conference supports the continued allocation of campaign resources, including QTU employee time, to QTU election campaigns, while maintaining all other core business services to members.

The QTU Conference endorses the need for the Union to communicate with members and the public about matters that relate to achieving the policy objectives of the Union. This may include surveys, member to member phone calls and other direct campaigning where candidates sign a pledge to support key Union issues.

### Conference Statement:

<https://www.qtu.asn.au/conference/qtu-conference-statement-2019>

### Strategic Objectives:

<https://www.qtu.asn.au/mission>

# Electing your employer

Each state election gives you a chance to vote for your employer – an unusual opportunity of which to make the most.

This year, for the first time, the government elected will be your employer for the next FOUR YEARS.

Each election, the QTU is involved in talking to members in some way about the election because of the impact of the result on teachers and principals industrially and professionally and the resources available for public education. We would be derelict if we ignored such a significant event.

## Comparing policies and performance

This election, the QTU's involvement focuses mostly on a comparison of party responses to a list of key issues raised by the QTU to provide an insight into educational policies, and on the performance of the ALP and the LNP in government.

That is what this special edition of the Queensland Teachers Journal is about.

Through the QTU website and Newsflashes, the QTU will also provide:

- analysis of education and industrial announcements during the election campaign
- links to the analysis of other unions on key policy areas, e.g. the QNMU on health
- analysis of industrial policies by the Queensland Council of Unions (QCU) on behalf of the QTU and other unions.

The QTU's last member survey in 2019 listed the two most important issues as workload and job security. How will the promises and responses address those two issues?

## COVID-19 and recession

This election, the stakes are even higher. Internationally, the COVID-19 pandemic continues. It has been controlled successfully in Queensland to date after it became the first Australian state to declare a public health emergency. A cursory glance at Victoria, Europe or the United States shows the continuing risk

of further waves until a reliable vaccine is widely available.

Economically, the pandemic has deepened a recession into which Australia was almost certainly heading anyway. The consequences of pandemic lockdown on the economy at least tipped governments, particularly the federal government but also Queensland, into deficit spending – as they should – to stimulate the economy.

Beyond issues of industrial relations and education, you should have an eye to:

- which party you trust to address the on-going risk of COVID-19
- which party you trust to not only support people during the recession, but position the economy for the future benefit of Queenslanders through investment in people, skills and research, not just roads and bridges.

These are not short-term issues. The impact of COVID-19 and the recession will not just disappear, no matter how much we hope. Notions like an early return to budget surplus are fanciful.

## Breaking agreements – ALP and LNP

The Union's involvement in this state election is coloured by the decision of the Queensland ALP government this year to legislatively override enterprise bargaining agreements to defer pay rises. Some members agreed with the deferral of pay rises, but the QTU opposed it and still does.

This experience is not unique, however. In 2012, the QTU reached an agreement with the incoming Newman LNP government. The last stumbling block was the inclusion of a clause on class sizes that the LNP government finally agreed to. In 2013, the same government legislated to override clauses in enterprise bargaining agreements covering workload (which includes class sizes), maximising permanency and more.



Anger is justified at the way Queensland teachers and principals have been treated. And we should not forget.

However, when I addressed the QTU State Council in August about the QTU's involvement in this election campaign, I said: "We have to put aside our legitimate anger and think clearly about what is going to be in the best interests of our members and the students in state schools and TAFE over the next four years."

## Your vote is yours

In the end, as always, you will make your choice and cast your vote privately based on your concerns and values.

I did like a post in a previous election that said "Cast your vote not just for yourself but for the most vulnerable person you know." I offer that advice too for your consideration.

A handwritten signature in black ink that reads "G. Moloney."

**Graham Moloney**  
General Secretary



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# QTU priorities and what's been promised

	TAFE	Workload	School expenditure	Health, safety & wellbeing	Behaviour Management and Support for Students	Capital works
QTU priority	Increasing state government expenditure on TAFE (as the public provider) to 80 per cent of the state's vocational education and training (VET) spend	Reducing teacher and principal workload to less than 42 hours per school week during the term of government	Increasing state government expenditure on state schools to more than 69 per cent of the schooling resource standard (SRS) during the term of government	Protecting teachers, principals and TAFE educators from occupational violence (including physical, verbal, cyber) and sexual abuse and harassment	Provision of alternative learning settings for disengaged students or students with persistent behavioural problems	A capital works program (including a share of stimulus funding) to: replace ageing school buildings; upgrade the ICT capacity of all schools; & cater for growth through construction of new schools
LNP	Unable to make funding commitments, but will support TAFE	Will work with QTU re workload issues		Zero tolerance to occupational violence	Send kids who commit occupational violence straight home  Will discuss possible expansion of positive learning centres	Plan to air condition all classrooms by 2028  Will install flashing school signs within regions
ALP	Committed to TAFE as a strong, sustainable public VET provider  Prepared to explore the extension of continuing secondary education model implemented at Alexandra Hills TAFE to other institutes  Equipping TAFE for Our Future plan provides for new, modern facilities to skill Queenslanders in both existing industries and industries of the future, including: cyber security training, robotics, hydrogen and resources, manufacturing, agriculture, nursing and allied health  Advocating for the continuation of the Adult Migrant English Program (AMEP)	Implementation of outcomes from Term 3 review  Will increase NCT for beginning teachers in 2021  Will increase NCT for primary and special school teachers in 2022  Automated school annual safety assessment for chemical management		Zero tolerance to occupational violence  Development of a safe and supportive school communities strategy	Regional youth engagement hubs  Flexi-spaces in schools  Link and launch program  15 positive learning centres continue	Nine new schools 2021-2025  Will air condition all classrooms, staff rooms and libraries by June 2022  Will install solar panels on schools to offset air-conditioning costs  \$220m school upgrades  Great Schools, Great Future policy will provide new, modern learning facilities. The \$1 billion investment includes: <ul style="list-style-type: none"><li>• \$433m for new classrooms and admin buildings</li><li>• \$258m for halls and performing arts centres</li><li>• \$110m for infrastructure upgrades and renewal</li><li>• \$50m for shovel-ready school projects</li><li>• \$20m planning for new schools</li></ul>
The Greens	Do not believe government funding should go to profit driven private providers  TAFE would receive 100 per cent of the state's VET expenditure	Extra \$7 billion investment over four years for smaller class sizes, more teachers, better resources and no fees	Will increase the Queensland Government's share of the schooling resource standard (SRS) to 80 per cent	Work with the QTU to close the legislative gaps	Support government's inclusion policy for students with special needs  Support the establishment of alternative learning settings to address behaviours	Establish a \$250m yearly public school infrastructure fund to upgrade existing state schools and build new schools in areas of need  Includes the ability to upgrade school ICT capacity



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NAPLAN	Curriculum	Job security	Staffing	Gender employment equity	Other statements
The abolition of the National Assessment Program Literacy and Numeracy (NAPLAN) in its current form	Review school curriculum to remove excess content and focus on essential learnings for the future	Maintaining and maximising permanent employment for teachers, principals and TAFE	At least one head of department (curriculum) in every primary school above 200 and every special school  A full-time teacher-aide (30 hours) in every primary and special school classroom	Continued payment of employer superannuation contributions during unpaid parental leave	
Support the continuation of NAPLAN  No commitment to replace but will consult  Believes it gives transparency for parents	Trial phonics screening from Term 3, 2021  Back to basics approach to the curriculum  Boost literacy and numeracy standards by including English in SATE  Adopt a review modelled on NSW reforms	Will discuss as part of EB negotiations	3,350 extra teachers between 2021 and 2025  760 extra teacher-aides between 2021 and 2025  Encourage more school leavers to the profession	Continue with existing arrangements and discuss superannuation contributions in EB	Will continue and enhance IPS program
Will advocate for replacement of NAPLAN	Focus on P-10 review, reading, writing and mathematics  Investment in science, technology, engineering and mathematics (STEM)  Local decision-making regarding the implementation of the curriculum  Commitment to realign, declutter and refine the curriculum	Amendments to the Public Service Act provide for permanency after one year  The default for employment is permanency, and this is now in legislation	Projects 4,000 extra teachers in line with enrolments 2021-2025  Extended enrolment threshold for HODCs to schools of between 200 and 324 students (previously 225-324)	Equitable access to paid parental leave  No commitment regarding superannuation on unpaid parental leave, but will continue gender equity reforms	Acknowledgement of disagreement about public wage increase deferral  Will ensure all increases occur by the end of the agreements  End school early in 2020
Abolish NAPLAN in its current form	Support a review of the curriculum led by teachers, unions and educational experts, not politicians or commentators	Guarantee of permanency at all levels of education – teachers, HoPs, principals and TAFE  Policy to provide more secure work to those in the gig economy etc	Support the introduction of extra HoDCs  Support a full-time teacher-aide in every classroom	Determined to close the gender pay gap – extend paid parental leave arrangements to 6 months	Worked with the state government to secure a new primary school on Brisbane's west side, to be delivered in 2023  Spoke against and opposed salary increase freeze

# Track records in government

## How have the ALP and LNP state governments performed in the past?

	TAFE	Workload	School expenditure	Health, safety & wellbeing	Behaviour Management and Support for Students	Capital works
LNP	<p>Transferred Central Queensland TAFE to Central Queensland University (CQU) creating a two-tiered TAFE system</p> <p>Made all VET funding contestable, making TAFE a statutory authority rather than part of the public service.</p> <p>By 2015, TAFE's market share had fallen to 30 per cent in competition with private registered training organisations (RTOs)</p> <p>Closed TAFE campuses and planned to sell parts of others, including Ithaca, Maryborough, Bundaberg</p> <p>Defunded the Training Ombudsman and cut the Skilling Queenslanders for Work program</p>	<p>Attempted to remove award provisions allowing professional development during school time.</p> <p>Tried to remove protections around maximum class sizes</p> <p>Oversized classes increased by 50 per cent when last in government, rising from 9,337 in 2012 to 14,226 in 2015</p>	<p>Failed to sign up to Gonski</p> <p>Distributed "Investing for Success" (IAS) funds to schools, but not on a needs basis</p>	<p>Changed WorkCover thresholds for bodily impairment, making claims against employers more difficult</p>	<p>Introduced Saturday detentions, despite these being outside industrial conditions</p> <p>Planned to introduce bootcamps</p>	<p>Closed six state schools</p> <p>Sold off three school ovals</p> <p>Opened 11 schools (two were already being built under previous government)</p> <p>Established Schools Planning Commission, which failed to distinguish between private and public schools</p> <p>Closed the Barrett Centre, which provided mental health and education services for adolescents, and cut funding to a range of education programs</p> <p>Proposed widespread asset sales, despite strong public opposition</p>
ALP	<p>Established the rescuing TAFE initiative in 2018 and invested \$22.8m in subsidised training</p> <p>Invested \$105m in building and upgrading TAFE infrastructure</p> <p>Increased the state contribution to TAFE</p> <p>Provided free TAFE to year 12 graduates in 2018</p> <p>Established \$15m TAFE priority training program in 2018</p> <p>In 2019 announced skills boost initiative for regional Queensland, subsidising upskilling</p> <p>Provided free apprenticeships for under 21-year-olds in 2019</p> <p>Funded TAFE Queensland to develop and deliver COVID-safe training across industries</p>	<p>Continued maximum class sizes in the agreement, and included maximum class sizes for composite classes and risk assessment to determine practical class sizes</p> <p>Committed to workload reviews, with the first tranche of outcomes announced in Term 3 for implementation from Term 4</p> <p>Included principles of good workload management in the agreement and established the Workload Advisory Council, including a statewide submission process</p> <p>Increased non-contact time for beginning teachers from 2021 and primary and special school teachers from 2022</p> <p>Decreased mandatory professional development hours to 25 a year in 2020</p>	<p>Continued IAS distribution to schools, but implemented a student need based model</p>	<p>Occupational Violence Prevention Procedure established</p> <p>Principal Health and Wellbeing Strategy</p> <p>Establishment of three centres for learning and wellbeing (CLAWs)</p> <p>Staff Wellbeing Framework</p>	<p>Continued early childhood development program (ECDP) funding</p>	<p>Opened the Cairns Special School, established four new primary schools, planned for six new secondary schools, and provided additional funding for state secondary school infrastructure to accommodate the six full cohorts by 2020</p> <p>Opened Jacaranda Place, a new residential centre to provide mental health and education services for adolescents. Opened a non-residential Barrett Centre for at risk students</p> <p>Has opened 21 new schools since 2015 including reopening Fortitude Valley as a secondary school. A further five are currently being built and four more are planned</p> <p>Invested \$200 million in Advancing Queensland to deliver 30 new school halls</p> <p>2020 Ready program delivered 61 additional classrooms for existing state secondary schools</p> <p>Through Renewing Our Schools, delivered 44 projects in 26 schools to create new and refurbished learning spaces, multi-purpose halls and performing arts centres</p> <p>Tripled the investment in school infrastructure from \$500 million in 2015 to \$1.5 billion in 2020</p>



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NAPLAN	Curriculum	Job security	Staffing	Gender employment equity	Other
	<p>Committed to Queensland becoming the first state or territory to implement the entire Australian Curriculum, ignoring workload intensification concerns the QTU raised on behalf of members, including the amount of content in the curriculum, and refused to delay its implementation</p> <p>Began a review of the OP system</p> <p>Removed QTU and IEU – QNT representation on the board of the Queensland Studies Authority (now QCAA)</p>	<p>Sacked government employees, despite claiming before the 2012 election that there was nothing to worry about from an LNP government</p> <p>Introduced “award modernisation” processes that stripped away job security provisions from awards and agreements</p> <p>Through Great Teachers = Great Results, attempted to impose fixed-term contracts on principals and deputy principals; also tried to force school leaders to obtain a business or commerce higher qualification to qualify</p>	<p>Funded full-time teacher-aides for 536 prep classes</p> <p>Cut more than 500 teacher positions in 2013</p>		<p>Made changes to legislation making clauses in agreements and awards inoperable, including those covering:</p> <ul style="list-style-type: none"> <li>• job security</li> <li>• union encouragement</li> <li>• industrial relations education leave</li> </ul> <p>Attempted to strip away industrial protections from more than 20 of the working conditions of teachers and principals, including maximum class sizes, workload management, the transfer system, and maximisation of permanency</p> <p>Undermined the transfers and relocation process and removed QTU representatives from panels</p> <p>Proposed performance pay for teachers, and “bonus pay” decided at the principal’s discretion</p> <p>Attempted to freeze beginning teachers’ pay for three years as part of EB7</p> <p>Introduced IPS, undermining the transfer and relocations process</p>
<p>Conducted a review of NAPLAN at the state level and participated in tri-state review</p> <p>Deferred the introduction of NAPLAN Online</p>	<p>Delayed the implementation of the Australian Curriculum, requiring that PD be provided prior to implementing new curriculum areas.</p> <p>Directed QCAA to define a core Australian Curriculum, to alleviate workload implications and pressure on students.</p> <p>Reintroduced QTU voice on QCAA.</p> <p>Delayed the implementation of the new SATE system</p> <p>Restored Fanfare and MOST, showing commitment to the arts as part of school curriculum</p> <p>Provided funding to boost STEM partnerships and programs in schools</p> <p>Committed to increase NCT for beginning teachers from 2021 and primary and special school teachers from 2022</p> <p>Introduced the Assessment and Moderation Hub</p>	<p>Ruled out contracts for principals and deputy principals and brought executive principals back into the classification structure</p> <p>Reintroduced employment security policy for government employees, including arrangements to make school purchased positions permanent</p>	<p>Funded full-time teacher-aides for all prep classes, increasing the number in schools by 1,500 FTE since 2015</p> <p>6,000 additional teachers since 2015</p> <p>875 teachers over enrolment increases in its first term</p>	<p>Made changes to paid parental leave</p> <p>Allowed for annual progression of salaries, despite fraction</p>	<p>First state government to implement pandemic leave for employees</p> <p>Ended Term 1 2020 early to enable preparation for remote learning</p> <p>Introduced domestic and family violence leave</p> <p>Reintroduced QTU reps on promotional panels</p> <p>Restored industrial legislation (Industrial Relations Act 2016)</p> <p>Legislated deferral of pay increases in 2019 EB agreement</p>



# Queensland Council of Unions

## Rebuild our economy to put Queensland workers first

COVID-19 has created the greatest economic crisis in the past 100 years. Our recovery from this crisis requires governments to step up and rebuild our economy.

After the Second World War, Australian governments rebuilt Australia by investing in our people, our community, and our infrastructure. This led to an economic boom in the years that followed.

We face a similar crisis today.

At the 31 October Queensland state election we need to elect a government that will rebuild our economy to put Queensland workers first.

Queensland Council of Unions General Secretary Michael Clifford said the next government should not waste the opportunity to fashion an exciting future for Queensland.

"Austerity is not the way forward for Queensland," he said.

"If we believe in our people and grow our economy, we will be in the best place to set up our communities for the future.

"We should be expanding and enhancing our vital community facilities and services in schools and TAFE.

"Governments also need to prioritise training our young people so that we have the skills we need for the future."

Unions are targeting ten electorates across Queensland as part of a statewide campaign to ensure a worker-first recovery from the effects of the pandemic.

Workplace delegations are also visiting local MPs and candidates seeking support for a 'I'm For Workers' pledge.

You can find out more about the combined For Qld Workers campaign and sign up to join local and statewide actions to make sure workers are at the centre of our recovery at:

**[www.forqldworkers.org.au](http://www.forqldworkers.org.au)**

## Workers want government to invest in our people and grow our economy

Queensland workers have identified the issues important to them and their families at the state election.

### **Secure jobs**

Casualisation creates financial insecurity for Queensland workers and their communities. Workers need secure jobs with decent conditions to plan their future.

### **Ending wage theft**

Wage theft costs workers \$1.2 billion annually. Queensland now has laws that criminalise deliberate wage theft and make wage recovery easier. Workers want these laws kept.

### **Safe workplaces**

Every worker has the right to come home safe at day's end. Stronger workplace safety laws must be protected and enforced.

### **Licensing for all labour hire operators**

Queensland's nation-leading labour hire licensing laws are stamping out dodgy operators and protecting workers from exploitation.

### **Investing in services**

Queensland workers and their local communities need a government that invests in education, health, mental health, disabilities and community safety services to support their needs.

### **Building infrastructure**

Queensland workers support public investment in drought-proofing, renewables, waste recycling, and green hydrogen projects and initiatives in the regions.

The Queensland Council of Unions (QCU) is the peak union body in Queensland, with 26 affiliated unions representing the interests of more than 350,000 Queensland workers. The QTU is the second largest affiliated union.

Visit **[www.qtu.asn.au/election-qld2020](http://www.qtu.asn.au/election-qld2020)** for regular election updates,  
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