



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.



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# QTU wins for QTU members

## Salaries

- Top classroom teacher salary more than doubled through enterprise bargaining (increased from \$39,737 in 1994 to \$110,500 from 2021 (EB1 to EB9)
- Highly accomplished teacher (HAT) salary \$117,381 and lead teacher salary \$128,151 (2021) among the highest in the country
- Review of promotional position classification structure completed with salary increases during the life of the new agreement between 10 per cent to 19 per cent (2019)
- Queensland beginning teachers the highest paid in Australia (2016)
- Experienced senior teacher additional salary step from 2021 placing Queensland classroom teachers among the highest paid in the country
- Preservice teacher supervision payment increased for the first in 27 years

## Career support

- Mentoring for beginning teachers (2015)
- Agreement regarding planning, preparation and differentiation and collegial engagement (2016)
- Extra NCT for new teachers (2020)
- Extra NCT for primary and special school teachers (from 2021)

## Career structure

- HAT and lead teacher classifications introduced (2018)
- Experienced senior teacher (2010)
- New classification structure for promotional positions from 2019
- Heads of curriculum reclassified to heads of department (2019)
- Senior teacher and EST classification procedures streamlined (2020)

## Workload management

- Workload Advisory Council established to secure a reduction in workload (2019)
- Workload management principles now in certified agreement (2019)
- Workload a key consideration in initiatives. (2016)
- Purpose and use of non-contact time defined (2016)
- Maximum class sizes reduced and protected including CARA consideration when establishing class sizes for practical subjects (2013, 2016 and 2019)
- All schools required to have a data plan to ensure that data in schools is collected to inform practice not just for data's sake (2016)
- P-10 curriculum consolidated following ban on implementation (2016)
- Support for SATE implementation secured including additional TRS for senior secondary (2019, 2020)
- Schools required to have an agreement about the purpose, frequency and duration of staff meetings (2016)
- Five-hour reduction in mandatory professional development hours (formerly flexible student free day hours) (2020)
- Joint communiqué regarding workload for instrumental music teachers/instructors won following work-to-rule (2020)

## Job security

- Principal permanency protected – no forced contracts (2014)
- All principals back under the agreement in 2019 (no further S122 engagements)
- Guaranteed offer of permanency for after two years temporary service (regardless of fraction) (2019)
- Improved access to summer vacation pay for temporary teachers

## Remote service

- Remote area incentives improved over successive agreements
- Teacher Housing Improvement Process (HIP) secured and rolled out in 2018/2019
- Maintenance programs improved for remote teacher housing
- \$1,000 payment for beginning teachers going to remote schools (2020)
- Transfer and relocation processes reviewed
- Guaranteed transfer pilot conducted for TR 6 and 7 schools (2019)

## Professional

- Implementation of the new QCE system delayed until 2019-2020
- Statewide QCAA-funded PD for teachers of senior subjects
- Additional FTE teachers to assist transition to the new QCE (to cater for the half cohort)
- Remaining subjects of the Australian Curriculum delayed until the end of 2020
- NAPLAN joint statement/NAPLAN review (2018)
- NAPLAN tri-state review (2019)
- Implementation of NAPLAN Online delayed until 2021
- QTU reps on QCAA learning area reference groups (LARGS)

## Employment equity

- 14 weeks paid parental leave
- Paid parental leave now shareable (2019)
- Annual increments for part-time teachers (2019)

## TAFE

- Salary levels comparable to interstate colleagues (2019)
- Measures to decrease the number of casual and temporary employees on engagements of two-years or more (2019)
- Workload intensification addressed through amendments to programming arrangements (2019)
- Measures to address gender employment inequity (2019)

## Plus

- Non-contact time for primary, secondary and specialist teachers
- Local consultative committees
- Consultation required on initiatives needs to occur in fact not by appearance
- Student free days more flexible
- Professional development (except mandatory 10 hours\*) outside of school hours voluntary

\* Mandatory professional development hours referred to were previously flexible student free day hours