

A GUIDE FOR QTU MEMBERS

There is no one solution to workload reduction. However, the Queensland Teachers' Union (QTU) has negotiated a range of measures to help address workload intensity.

These include important breakthroughs such as the Principles of Good Workload Management, memorandums of agreement (MoAs), and a range of joint statements.



A functioning LCC

The local consultative committee (LCC) is the primary forum for consultation between school administration and QTU members about working conditions, facilities, and other matters that affect the workplace. Some issues have to be discussed at the LCC – flexible SFDs, staffing proposals, bus and playground duty, meal break variations, extensions to spread of school hours, and joint statements. A functioning LCC is vital to ensuring consultation occurs on these issues and increased workload is prevented.



YOUR RIGHTS AT WORK

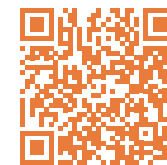
Understanding your basic entitlements can also help address workload and wellbeing pressures.

Find out more here



Joint statements

Joint statements, which set out an agreed position between the Union and the Department of Education, can help you understand your rights with regard to everything from data, planning and preparation, and performance reviews to collegial engagement and school reviews.



The right to disconnect

Everyone has the right to a work-life balance, and this right is reflected in the certified agreement. Clause 9.5.4 states: "Employees are encouraged to disconnect from digital technologies and communications when accessing rest time, weekends and leave/vacation periods, except in exceptional circumstances." Enacting this right via a parent/staff communication policy helps ensure that workload creep outside rostered duty hours is minimised.



Workplace disputes - when enough is enough

If these tools don't resolve your workload issue, the time may have come to lodge a dispute. As a rule of thumb, disputes are lodged in response to changes to working conditions or work practices that occur without proper consultation, or when people are not receiving their working conditions as negotiated through the certified agreement, joint statements etc.



Principles of Good Workload Management

The 2022 certified agreement includes a set of principles to be considered if proposed changes threaten to impact on your workload. And as the agreement is an enforceable document, breaches of these principles can be escalated to the Queensland Industrial Relations Commission.



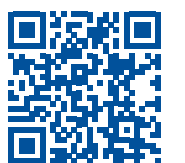
Data plan? What data plan?

During the 2021 workload review, the QTU negotiated changes to the data joint statement with the Department of Education (DoE). A school's data plan must now be reviewed annually in consultation with teachers and the LCC to ensure that it accurately reflects how the school intends to use data in the following year. The creation and enactment of a data plan protects your school's data collection cycles from the region's occasionally unpredictable collection activities.



WE'RE HERE TO HELP

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