

MOLONEY, Mary-Jane

From: COGHLAN, Dion
Sent: Thursday, 20 February 2020 6:24 PM
To: DL - Regional HR Business Partner Directors; DL - Regional Directors; DL - Assistant Regional Directors (School Performance)
Cc: HUNT, Jeff; KELLY, Peter; HANSEL, Stacie; MILLER, David; MCCABE, Kath
Subject: Teachers' Professional Association of Queensland (TPAQ)

Dear Regional Directors, Assistant Regional Directors and HR Business Partners

I am writing following enquiries regarding the Teachers' Professional Association of Queensland (TPAQ) and approaches to principals, assistant regional directors and teachers.

Given these enquiries, I provide the following information for clarity.

TPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). It is an incorporated association established under the *Associations Incorporation Act 1981* (QLD).

As TPAQ is not a registered employee organisation it:

- is not, and is not entitled to be, a party to an award or certified agreement made with the Department of Education;
- is not able to represent the industrial interests of employees who are covered by the *Teaching in State Education Award – State 2016* and the *Department of Education State School Teachers' Certified Agreement 2019*;
- does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- is not permitted to display any material in the workplace that may imply that it is a union or able to represent the industrial interests of an employee.

While the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees, TPAQ is not covered by the provisions of the union encouragement policy as it is not an industrial organisation.

I trust that this information may assist you in dealing with any enquiries you may have had.

If you have any further queries, please email EmployeeRelations.HUMANRES@qed.qld.gov.au.

Regards

Dion

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