

WRIGHT, Leanne

From: WRIGHT, Leanne
Sent: Monday, 16 December 2019 4:42 PM
To: JAGO, David
Subject: FW: Kingaroy State High School - QTU member resolutions
Attachments: DOC161219-16122019153752.pdf

Hi David
For discussion

Regards

Leanne

Leanne Wright
Regional Director

Darling Downs South West Region
Department of Education

P: 07 4616 3722
M: [s.47\(3\)\(b\)](#)
E: leanne.wright@qed.qld.gov.au
Aubigny House | 178 Hume Street | Toowoomba QLD 4350
PO Box 38 | Toowoomba QLD 4350



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From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Monday, 16 December 2019 4:01 PM
To: COGHLAN, Dion <Dion.COGHLAN@qed.qld.gov.au>
Cc: WRIGHT, Leanne <Leanne.WRIGHT@qed.qld.gov.au>; MARA, Kevin <Kevin.MARA@qed.qld.gov.au>; QTU Maryborough Office <Maryborough@qtu.asn.au>; QTU Records <records@qtu.asn.au>
Subject: Kingaroy State High School - QTU member resolutions

Good afternoon Dion,

Attached please find resolutions from QTU members at Kingaroy State High School.

Regards.

Karen Alldridge on behalf of Brendan Crotty | Deputy General Secretary
Queensland Teachers' Union



SEASON'S GREETINGS AND BEST WISHES FOR THE NEW YEAR

The QTU office will be closed from the afternoon of
Friday 20 Dec, 2019 and will reopen Monday 6 Jan, 2020.
Visit www.qtu.asn.au for contact details during this time.



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: bwc:kla Kingaroy State High School

16 December 2019

Dion Coghlan
Assistant Director-General of Education
Human Resources
Department of Education and Training

By email: Dion.Coghlan@ged.qld.gov.au

Dear Dion

Re: Kingaroy State High School – resolutions

Senior Officers have noted that QTU members at Kingaroy State High School have resolved to meet again on the pupil free days 2020 to discuss the need to take industrial action in the form of a one-hour stop work, if their concerns in relation to the roof of G block have not been satisfactorily addressed.

I attached a copy of the correspondence to the Union Reps for your reference.

I would appreciate the opportunity to discuss this matter with you.

Yours sincerely

Brendan Crotty
Deputy General Secretary

Cc Leanne Wright, Regional Executive Director (Leanne.WRIGHT@ged.qld.gov.au)
Kevin Mara, Assistant Director-General, Infrastructure Services (kevin.mara@ged.qld.gov.au)
Scott Welch, QTU Wide Bay Organiser (maryborough@qtu.asn.au)



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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: bwc:kla: workplace directive – Kingaroy State High School (2044)

16 December 2019

s.47(3)(b) - Contrary to Public Interest

QTU Union Representatives
Kingaroy State High School
Sent via email

Dear s.47(3)(b) - Contrary to Pu

Re: Kingaroy State High School resolutions

We are in receipt of resolutions from a meeting of members at Kingaroy State High School held on Friday 13 December regarding the assurances that were conveyed from the department on 3 September 2018 committing to the roof on Block G Science being replaced in the 2019-2020 target program.

Consequently, the following five resolutions were carried:

1. THAT QTU members of Kingaroy SHS demand that works are undertaken to replace the roof on G block, in line with the previous assurances of the region.
2. THAT QTU members of Kingaroy SHS demand that an update, in relation to progress on the commissioning of works on G block, be received by the close of business 23 January 2020.
3. THAT QTU members at Kingaroy SHS meet in the 2020 pupil free days to vote on industrial action in the form of a one-hour stop work in the event of there being unsatisfactory progress in meeting these demands.
4. THAT QTU communicate these resolutions to the Regional Executive Director, Darling Downs South West.
5. THAT QTU communicate these resolutions to the Director-General and the office of the Minister for Education, if there is unsatisfactory progress by the region.

I have notified the Department of Education of members concerns and the possibility of future industrial action if the matter is not resolved to members satisfaction prior the 2020 pupil free days.

If you require further assistance, please contact your QTU Wide Bay Organiser, Scott Welch on s.47(3)(b) - C (noting Scott is currently on leave returning to the office on Monday 6 January 2020) or myself on 3512 9000.

Yours sincerely

Brendan Crotty
Deputy General Secretary

cc: Scott Welch, QTU Wide Bay Organiser
Mr Ash Roediger, Kingaroy State High School Principal

WRIGHT, Leanne

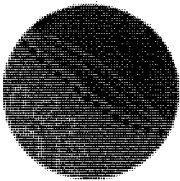
From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Thursday, 21 November 2019 9:54 AM
To: COGHLAN, Dion
Cc: QTU Toowoomba Office; QTU Records; WRIGHT, Leanne
Subject: QTU directive - withdraw NAPLAN Online 2020 - Harristown SHS
Attachments: DOC201119-20112019163850.pdf

Good morning Dion,

Attached QTU directive issued at Harristown SHS.

Regards.

Karen Alldridge on behalf of Kate Ruttiman | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton QLD 4064 (PO Box 1750, Milton LPO QLD 4064)



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – Harristown State High School

20 November 2019

Mr. Dion Coghlan
Assistant Director-General of Education
Human Resources
Department of Education and Training

By email: Dion.Coghlan@qed.qld.gov.au

Dear Mr. Coghlan

Re: Workplace directive – Harristown State High School

QTU members at Harristown State High School have requested a directive to withdraw from all NAPLAN Online 2020 preparation and implementation activities.

Consequently, the following directive has been issued to members:

QTU members at Harristown State High School are hereby directed to withdraw from all NAPLAN Online 2020 related preparation and implementation activities, effective immediately.

I would appreciate the opportunity to discuss this matter with you.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Leanne Wright – Regional Director, Darling Downs South West
Zeb Sugden, QTU South Queensland Organiser
Cresta Richardson, QTU Vice-President
Leah Mertens, QTU Research Officer – Professional Issues

WRIGHT, Leanne

From: Zeb Sugden [s.47(3)(b)@qtu.asn.au]
Sent: Wednesday, 6 November 2019 1:40 PM
To: WRIGHT, Leanne
Subject: Jondaryan SS

Hi Leanne,

The QTU supports the Jondaryan SS principal position going to merit. Thank you for allowing [s.47] to apply.

Regards,
Zeb Sugden

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WRIGHT, Leanne

From: Zeb Sugden <s.47(3)(b)@qtu.asn.au>
Sent: Monday, 11 November 2019 9:56 PM
To: WRIGHT, Leanne
Subject: s.47(3)(b) - Contr School HOC position

Hi Leanne,

The QTU supports the recent recruitment and selection process that was undertaken for the vacant HoDC at s.47(3)(b) - Contrary to Public Interest School. I have spoken with QTU Deputy General Secretary regarding the particulars of the matter. The QTU has not received any feedback from panellists which suggests the panel was not carried out in accordance with DoE recruitment and selection processes.

I acknowledge the relocation application pool was limited, but the process is designed this way, quite rightly, to advantage relocations. Should the panel have deemed the applicant unsuitable with valid judgement and evidence, the QTU would have supported the decision to advertise as merit.

I note the successful applicant, s.47(3)(b) - Contrary to Public Interest. As you stated, the principal did remove himself from the panel. s.47(3) is the substantive HoDC at s.47(3)(b) - and according to my records, has met the eligibility criteria on both the old and new system. Importantly, the principal should consult with his ARD around line management responsibility to prevent any perception of bias.

Based on the evidence available, the QTU believes the successful applicant should be relocated into the position.

Regards,

Zeb Sugden | South Queensland Organiser
Queensland Teachers' Union
T: s.47(3)(b) - C | F: 07 4614 4650 | s.47(3)(b) - Cor
E: toowoomba@qtu.asn.au | W: www.qtu.asn.au
1-3 Russell St Toowoomba Qld 4350
PO Box 2859 Toowoomba Q 4350



I acknowledge the traditional custodians on the land in which I live and work.
I pay my respects to elders past, present and emerging.

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HARRIS, Jennifer

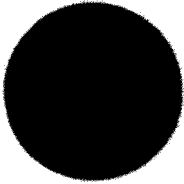
From: Karen Alldridge [s.47(3)(b)]@qtu.asn.au> on behalf of Kate Ruttiman
[s.47(3)(b)]@qtu.asn.au>
Sent: Monday, 2 March 2020 5:00 PM
To: COGHLAN, Dion
Cc: [s.47(3)(b)] - Contr
Subject: QTU directive issued [s.47(3)(b)] State High School
Attachments: [s.47(3)(b)] SHS_DoE_QTU directive_withdrawal of instruction_2 March 2020.pdf

Good afternoon Dion,

Please find attached correspondence issuing a QTU directive to members at [s.47(3)(b)] State High School.

Regards.

Karen on behalf of Kate Ruttiman | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton QLD 4064 (PO Box 1750, Milton LPO QLD 4064)



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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive - s.47(3)(b) State High School

2 March 2020

Dion Coghlan
Assistant Director-General of Education
Human Resources
Department of Education and Training

By email: Dion.Coghlan@qed.qld.gov.au

Dear Dion

Re: Workplace directive - s.47(3)(b) State High School

QTU members at s.47(3)(b) State High School have requested a directive to withdraw instruction from a student, s.47(3)(b) - Contr effective immediately.

A copy of the correspondence sent to the members is attached for your information.

I would appreciate the opportunity to discuss this matter with you.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: s.47(3)(b) - Contrary to Public Interest



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd - workplace directive - s.47(3)(b) SHS

2 March 2020

s.47(3)(b) - Contrary to Public Interest

Union Representatives

s.47(3)(b) State High School

Sent via email

Dear colleagues

Re: Request to withdraw instruction from student s.47(3)(b) - Co

At a meeting of members at s.47(3)(b) State High School held on 2 March 2020 the following resolutions were carried:

1. THAT QTU members of s.47(3)(b) State High School seek a directive from the QTU to refuse instruction to s.47(3)(b) - Co because of the imminent risk to their health and safety.
2. THAT QTU members of s.47(3)(b) State High School s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest We draw to her attention the Department of Education Occupational Violence Prevention Procedure which states:
 - As far as reasonably practicable, the department is not willing to accept or be exposed to risks that compromise its ability to meet our workplace health and safety commitments
 - The department has a zero-tolerance stance towards occupational violence, and responses must be evidence based, measured and preventative.

In accordance with the request of members, QTU members at s.47(3)(b) State High School are hereby directed to withdraw instruction from s.47(3)(b) - Co effective immediately.

I have notified the Department of Education and Training of the directive.

If you require further assistance, please contact your s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest or myself on 3512 9000.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc s.47(3)(b) - Contrary to Public Interest

HARRIS, Jennifer

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Tuesday, 3 March 2020 4:54 PM
To: COOK, Tony
Cc: COGHLAN, Dion; [s.47(3)(b) - Contrary to Public Interest] KELLY, Peter
Subject: QTU Directive - [s.47(3)(b)] SHS
Attachments: [s.47(3)(b)] SHS_DoE_withdrawal of instruction_03 March 2020.pdf; [s.47(3)(b)] SHS_withdrawal of instruction_UReps_3 March 2020.pdf

Categories: One note

Good afternoon

Please see attached QTU directive issued for [s.47(3)(b)] State High School.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
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IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – s.47(3)(b) State High School

03 March 2020

Tony Cook
Director-General of Education
Department of Education and Training

By email: Tony.Cook@qed.qld.gov.au

Dear Mr Cook

Re: Workplace directive – s.47(3)(b) State High School

QTU members at s.47(3)(b) State High School met this afternoon and moved the following resolutions:

s.47(3)(b) - Contrary to Public Interest

That QTU members at s.47(3)(b) SHS request a directive to stop work should s.47(3)(b) s.47 return to the school as s.4 has demonstrated that s.4 continues to pose a risk to the health and safety of QTU members, effective immediately.

A copy of the correspondence sent to the members is attached for your information.

The members at the school are clear that the student cannot return to s.47(3)(b) SHS given the incident that occurred in which s.47(3)(b) - Contrary to Public Interest. The Department of Education is encouraged to find alternative education arrangements for this student if they wish to avoid the stop-work proceeding.

I would appreciate the opportunity to discuss this matter with you.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Dion Coghlan – Assistant Director-General of Education, Human Resources
Peter Kelly – Deputy Director-General, State Schooling
s.47(3)(b) - Contrary to Public Interest



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IN REPLY PLEASE QUOTE:

kjr:mkd - workplace directive – s.47(3)(b) SHS

03 March 2020

s.47(3)(b) - Contrary to Public Interest

Union Representatives

s.47(3)(b) - State High School

Sent via email

Dear colleagues

Re: Request to withdraw instruction from student s.47(3)(b) - Co

At a meeting of members at s.47(3)(b) State High School held on 03 March 2020 the following resolutions were carried:

s.47(3)(b) - Contrary to Public Interest

That QTU members at s.47(3)(b) SHS request a directive to stop work should s.47(3)(b) s.47(3)(b) return to the school as s.47(3)(b) has demonstrated that s.47(3)(b) continues to pose a risk to the health and safety of QTU members, effective immediately.

In accordance with the request of members, QTU members at s.47(3)(b) State High School are hereby directed to stop work immediately should the student s.47(3)(b) - Co return to s.47(3)(b) SHS.

The QTU will provide union reps further instructions on how to stop work in a separate communication.

I have notified the Department of Education of the directive.

If you require further assistance, please contact your s.47(3)(b) - Contrary to Public Interest s.47(3)(b) - Contrary to P or myself on 3512 9000.

Yours sincerely

K. J. Ruttiman

Kate Ruttiman
Deputy General Secretary

cc: s.47(3)(b) - Contrary to Public Interest

TRAN, Lucy

From: Kevin Bates [s.47\(3\)\(b\)@qtu.asn.au](mailto:s.47(3)(b)@qtu.asn.au)
Sent: Wednesday, 20 November 2019 9:19 AM
To: WHITEHEAD, Annette
Subject: Re: Contact details please

Categories: Information

Thanks Annette, 10 is perfect for me. I will call you then. Kevin

Kevin Bates
QTU President
Sent from my iPhone

On 20 Nov 2019, at 09:14, WHITEHEAD, Annette <Annette.WHITEHEAD@qed.qld.gov.au> wrote:

[s.47\(3\)\(b\) - C](#) Psi a and u are free at 10 does that suit

Sent from my iPhone

On 20 Nov 2019, at 9:05 am, Kevin Bates [s.47\(3\)\(b\)@qtu.asn.au](mailto:s.47(3)(b)@qtu.asn.au) wrote:

Hi Annette

I need to have chat about the agenda for AESOC later this week and for some reason I don't have your phone numbers. Please let me know the best number to get you on and a time that would suit.

Cheers

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: [s.47\(3\)\(b\) - Co](#)
E: qtupresident@qtu.asn.au | W: www.qtu.asn.au
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TRAN, Lucy

From: Kevin Bates <s.47(3)@qtu.asn.au>
Sent: Thursday, 30 January 2020 2:18 PM
To: HANSEL, Stacie
Cc: WHITEHEAD, Annette; COOK, Tony
Subject: QTU Suggestions for nominees to the Tri-State NAPLAN Review Practitioner Reference Group

Categories: Actioned

Good afternoon Stacie

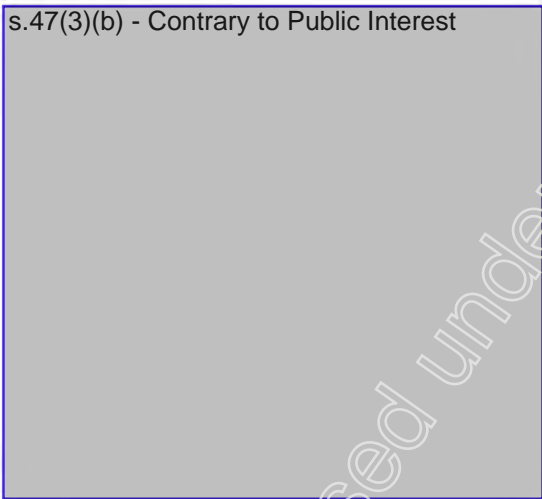
As the day is slipping away, and nominations for this important process close tomorrow, I thought I would help with the deliberations over the nominees from Queensland for the PRG for the NAPLAN Review.

Late yesterday following your phone call I put out an email to QTU Officers for names of suitable nominees who have the knowledge and capacity to represent Queensland in the PRG.

A comprehensive list of names provided by QTU Officers is set out below.

School Leaders

s.47(3)(b) - Contrary to Public Interest

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Teachers

s.47(3)(b) - Contrary to Public Interest

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I am happy to discuss any of these outstanding nominees and their credentials at any time.

Please note, the QTU is very interested in the good work of the Queensland NAPLAN Review being continued in this Tri-State Review and the selection of representatives from Queensland is an essential issue in ensuring that the views of Queensland schools are represented.

Thanks

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: s.47(3)(b) - Cor
E: qtupresident@qtu.asn.au | W: www.qtu.asn.au
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MITCHELL, Samantha

From: Kate Ruttiman <s.47(3)(b)@qtu.asn.au>
Sent: Tuesday, 11 February 2020 8:42 PM
To: KELLY, Peter
Subject: Re: QTU Letter - concerns relating to s.47(3)(b) - Contrary to Public Interest
Categories: FYI

Thanks Peter

Kate Ruttiman
QTU Deputy General Secretary
(M: s.47(3)(b) - Co

On 10 Feb 2020, at 10:10 am, KELLY, Peter <Peter.KELLY@qed.qld.gov.au> wrote:

Good morning Ms Ruttiman

Attached please find correspondence from Peter Kelly, Deputy Director-General, State Schools Division in response to your concerns regarding s.47(3)(b) - Contrary to Public Interest

Regards

Fiona
For Peter Kelly, DDG State Schools

Fiona Boulton
Director, Office of the Deputy Director-General
State Schools Division
Department of Education
P: 07 303 44760 | E: Fiona.boulton@qed.qld.gov.au | Mob: s.47(3)(b) -
Level 22 | Education House | 30 Mary Street | Brisbane QLD 4000 | PO Box
15033 | City East QLD 4002
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From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Wednesday, 5 February 2020 10:48 AM
To: KELLY, Peter <Peter.KELLY@qed.qld.gov.au>
Subject: QTU Letter - concerns relating to s.47(3)(b) - Contrary to Public Interest

Good morning

Please see attached correspondence regarding concerns relating to s.47(3)(b) - Contrary to Public Interest

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

<image001.png>

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<DDG SS response s.47(3)(b) - Copdf>

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BOULT, Fiona

From: s.47(3)(b) - Contrary to Pub@qtu.asn.au>
Sent: Wednesday, 5 February 2020 1:31 PM
To: s.47(3)(b) - Contrary to P
Cc: Paige Bousen; Kate Ruttiman; KELLY, Peter
Subject: s.47(3)(b) - Contrary to Public Interest

Importance: High

Categories: Important - READ

Dear s.47(3)

I have sent two emails sent within the last week with requests to meet with you to discuss this matter further. Considering I have had no reply from you to either email, I am respectfully requesting that you respond to the email sent, Monday 3 February at 8:55am, with a request to meet with you, s.47(3)(b) - Contrary to P, Paige Bousen and myself.

Please advise of your availability as soon as possible.

Sincerely

s.47(3)(b) - Contrary to Public Interest

Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: organisers@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064

Log into the member portal <http://www.qtu.asn.au/myQTU> to update your contact and employment information, to download your invoice and your tax statement, and more.



From: s.47(3)(b) - Cont
Sent: Monday, 3 February 2020 8:55 AM
To: s.47(3)(b) - Contrary to Public Interest
Cc: s.47(3)(b) - Contrary to Public Interest Paige Bousen s.47(3)(b)@qtu.asn.au; QTU Organisers <organisers@qtu.asn.au>
Subject: s.47(3)(b) - Contrary to State School

Hi s.47(3)(b) - Co

In light of my communication last week and the need for a new approach in relation to s.47(3)(b) - Contrary to Pub at s.47(3)(b) - State School, I would like to organise a meeting with you, s.47(3)(b) - Contrary to Pu Paige Bousen and myself to discuss the plan for moving forward.

Paige and I have availability this week on Thursday afternoon, Friday or Monday morning before 11:00am.

I look forward to meeting with you to discuss this.

Sincerely

s.47(3)(b) - Contrary to Public Interest

Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: organisers@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064

Log into the member portal <http://www.qtu.asn.au/myQTU> to update your contact and employment information, to download your invoice and your tax statement, and more.

From: s.47(3)(b) - Contrary to Public Interest <s.47(3)(b) - Contrary to Public Interest@qtu.asn.au>

Sent: Wednesday, 29 January 2020 5:59 PM

To: s.47(3)(b) - Contrary to Public Interest

Cc: Kate Ruttiman <s.47(3)(b) - Contrary to Public Interest@qtu.asn.au>; 'Peter.Kelly@qed.qld.gov.au' <Peter.Kelly@qed.qld.gov.au>

Subject: s.47(3)(b) - Contrary to Public Interest

Importance: High

Dear s.47(3)(b) - Contrary to Public Interest

Attached please find QTU correspondence in relation to the approach taken with s.47(3)(b) - Contrary to Public Interest State School.

I have advised s.47(3)(b) - Contrary to Public Interest that given the nature of the concerns outlined, and the request for a different approach, that meeting scheduled for tomorrow is not to occur and that she and I will not be attending.

Given the seriousness of the concerns, I am cc'ing this email to Kate Ruttiman and Peter Kelly for their knowledge.

I am happy to discuss this further in the near future.

Sincerely

s.47(3)(b) - Contrary to Public Interest

Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: organisers@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064

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MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Wednesday, 5 February 2020 10:48 AM
To: KELLY, Peter
Subject: QTU Letter - concerns relating to s.47(3)(b) - Contrary to Public Interest
Attachments: Letter re Concerns relating to s.47(3)(b) - Contrary to Public Interest 050220.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Important - READ

Good morning

Please see attached correspondence regarding concerns relating to s.47(3)(b) - Contrary to Public Interest

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary - Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Released under the RTI Act by DOE

MITCHELL, Samantha

From: s.47(3)(b) - Contrary to Public Interest <s.47(3)(b) - Contrary to Public Interest@qtu.asn.au>
Sent: Wednesday, 29 January 2020 5:59 PM
To: s.47(3)(b) - Contrary to Public Interest
Cc: Kate Ruttiman; KELLY, Peter
Subject: s.47(3)(b) - Contrary to Public Interest
Attachments: Letter to s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest.pdf

Importance: High

Categories: Important - READ

Dear s.47(3)(b) - Contrary to Public Interest

Attached please find QTU correspondence in relation to the approach taken with s.47(3)(b) - Contrary to Public Interest State School.

I have advised s.47(3)(b) - Contrary to Public Interest that given the nature of the concerns outlined, and the request for a different approach, that meeting scheduled for tomorrow is not to occur and that she and I will not be attending.

Given the seriousness of the concerns, I am cc'ing this email to Kate Ruttiman and Peter Kelly for their knowledge.

I am happy to discuss this further in the near future.

Sincerely

s.47(3)(b) - Contrary to Public Interest

Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: organisers@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

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MITCHELL, Samantha

From: Kevina O'Neill [s.47]@qtu.asn.au>
Sent: Wednesday, 8 January 2020 9:28 AM
To: KELLY, Peter
Subject: Catch up?

Categories: ACTIONED

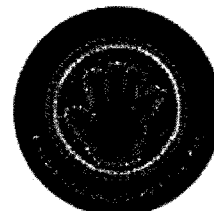
Hi Peter, I am sure you are busy, but I'd be happy to catch up with you just about anytime tomorrow or on Friday morning.

Regards Kevina.

Kevina O'Neill | Assistant Secretary - Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 |
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064



The QTU acknowledges the traditional custodians of the land on which we work and pay our respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.



Are your details up to date? Have you changed schools?

It is important that your Union has current contact details (workplace, email - private & work, home address & phone numbers etc) for all members.

Please check and update your contact details online in the Member Portal www.qtu.asn.au or email membership@qtu.asn.au.

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MITCHELL, Samantha

From: Kevina O'Neill <s.47@qtu.asn.au>
Sent: Wednesday, 8 January 2020 9:44 AM
To: KELLY, Peter
Subject: RE: Catch up?

Categories: ACTIONED

Hi Sam,

It was more a touch base because we were both working this week. No matter. Cheers.

From: MITCHELL, Samantha <Samantha.MITCHELL@qed.qld.gov.au> **On Behalf Of** KELLY, Peter
Sent: Wednesday, 8 January 2020 9:40 AM
To: Kevina O'Neill <s.47@qtu.asn.au>
Subject: RE: Catch up?

Good morning Kevina,
Peter is currently presenting at a conference overseas. If you would like to give me a call, I can organise a time for you to meet when he returns.
Kind regards,



**Queensland
Government**

Sam Mitchell
Executive Officer
Office of the Deputy Director-General
State Schools Division
P: 07 3034 4762 | E: samantha.mitchell@qed.qld.gov.au
M: [s.47\(3\)\(b\) - C](#)
Level 22 | Education House | 30 Mary Street | Brisbane QLD 4000 PO Box 15033 | City East QLD 4002
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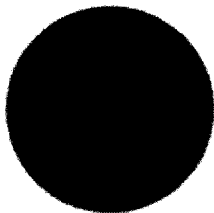
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From: Kevina O'Neill <s.47@qtu.asn.au>
Sent: Wednesday, 8 January 2020 9:28 AM
To: KELLY, Peter <Peter.KELLY@qed.qld.gov.au>
Subject: Catch up?

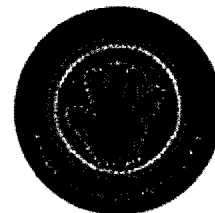
Hi Peter, I am sure you are busy, but I'd be happy to catch up with you just about anytime tomorrow or on Friday morning.

Regards Kevina.

Kevina O'Neill | Assistant Secretary - Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 |
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064



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Are your details up to date? Have you changed schools?

It is important that your Union has current contact details (workplace, email - private & work, home address & phone numbers etc) for all members.

Please check and update your contact details online in the Member Portal www.qtu.asn.au or email members@qtu.asn.au.

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MITCHELL, Samantha

From: Kevina O'Neill <s.47@qtu.asn.au>
Sent: Thursday, 9 January 2020 8:17 AM
To: KELLY, Peter
Subject: RE: Catch up?

Categories: FYI

I'll be back Tuesday 21. No big deal. I just thought I'd flag I am working this week.

Cheers, Kevina.

From: KELLY, Peter <Peter.KELLY@qed.qld.gov.au>
Sent: Wednesday, 8 January 2020 6:21 PM
To: Kevina O'Neill <s.47@qtu.asn.au>
Subject: Re: Catch up?

Hiya Kevina!!
Hope you are well
I'll be back in the chair on Monday 20 January
Let's check in during that week
P

Peter Kelly
Deputy Director-General
State Schools Division
Department of Education

E: peter.KELLY@qed.qld.gov.au
Level 22 | Education House | [30 Mary Street](#) |
[Brisbane QLD 4000](#)
[PO Box 15033 | City East QLD 4002](#)

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<http://www.qed.qld.gov.au/>

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On 8 Jan 2020, at 12:28 am, Kevina O'Neill <s.47@qtu.asn.au> wrote:

Good morning everyone

Please see the below for your consideration.

Thank you

Kind regards,

<image002.png>

Office of the Assistant Director-General
State Schools – Operations
Department of Education

Ph: 3513 5898 | E: sso.oadg@ged.qld.gov.au
Level 15 | Education House | 30 Mary Street | Brisbane QLD 4000
PO Box 15033 | City East QLD 4002

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Dear colleagues

I am delighted to advise the 2020 Queensland Reconciliation Awards is open for nomination.

These awards recognise Queensland businesses, organisations, educational institutions and government departments and agencies working to improve cultural understanding, foster respectful relationships and focus efforts on closing the gap across Queensland. Since 2003, the awards have acknowledged more than 160 organisations for their significant work towards reconciliation throughout Queensland.

Nominations are encouraged across four categories—business, community, education and partnership. Category winners will receive a share of \$25,000 in prize money.

Queensland Government departments and agencies working in partnership with councils, businesses, educational institutions or community organisations are eligible to nominate in the partnerships category.

Nominations close 5pm, Monday 24 February 2020.

Recipients will be announced at an awards ceremony during National Reconciliation Week, 27 May – 3 June 2020.

It is important we continue to recognise the positive steps being taken towards reconciliation, so I request your assistance in promoting these awards.

Included below is some useful information:

- a poster to encourage nominations
- signature block, web and social media icons to utilise in your communication.

To learn more about the awards and the online nomination process, visit the website, or contact the Awards Coordinator by email or telephone (07) 3003 9200.

Thank you in advance for supporting these important awards.

Kind regards

Dave Stewart
Director-General
Department of the Premier and Cabinet



The Queensland Reconciliation Awards program is an initiative of the Queensland Government through the Department of the Premier and Cabinet, and the Department of Aboriginal and Torres Strait Islander Partnerships.

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MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Tuesday, 10 December 2019 11:03 AM
To: COOK, Tony
Cc: QTU Organisers; COGHLAN, Dion; s.47(3)(b) - Contrary KELLY, Peter; HUNT, Jeff; s.47(3)@eq.edu.au; QTU Records
Subject: QTU withdrawal of stop work directive - s.47(3)(b) State School
Attachments: DOC101219-10122019105702.pdf
Categories: Important - READ

Dear Mr Cook

Attached please find correspondence withdrawing the stop work directive issued to QTU members at s.47(3)(b) State School.

Regards.

Brendan Crotty | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton QLD 4064 (PO Box 1750, Milton LPO QLD 4064)



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**QUEENSLAND
TEACHERS' UNION**
OF EMPLOYEES

Address all correspondence to:
The General Secretary, Queensland Teachers' Union
PO Box 1750, Milton LPO Q 4064
21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive - [s.47\(3\)\(b\)](#) State School

10 December 2019

Mr. Tony Cook
Director-General
Department of Education

By email: tony.cook@qed.qld.gov.au

Dear Mr Cook

Re: Withdrawal stop work directive - [s.47\(3\)\(b\)](#) State School

I write in reference to our correspondence dated 6 December 2019, regarding a directive to stop work for one hour on Tuesday 10 December from 8.30am - 9.30am.

Senior Officers have noted that QTU members at [s.47\(3\)\(b\)](#) State School have resolved to lift the directive.

As a result, the directive is now withdrawn, effective immediately.

If you require further assistance, please contact the [s.47\(3\)\(b\) - Contrary to Public Interest](#)
[s.47\(3\)\(b\) - Contrary to Pub](#) or myself on [s.47\(3\)\(b\) - Con](#)

Yours sincerely

Brendan Crotty
Deputy General Secretary

cc: [s.47\(3\)\(b\) - Contrary to Public Interest](#)

Dion Coghlan, Assistant Director-General - Human Resources
Jeff Hunt, Deputy Director-General - Corporate Services Division
Peter Kelly, Deputy Director-General - State Schools Division

[s.47\(3\)\(b\) - Contrary to Public Interest](#)

MITCHELL, Samantha

From: Brendan Crotty [s.47(3)(b) - Contrary to Public Interest]
Sent: Monday, 9 December 2019 11:34 AM
To: COGHLAN, Dion
Cc: KELLY, Peter
Subject: s.47(3)(b) - Contrary to Public Interest

Categories: Important - READ

Good morning Dion,

Further to our previous conversations I wanted to confirm the department's willingness to support salary maintenance for s.47(3)(b) - Contrary to Public Interest for 2020.

As you can see below the situation has already changed in that there is a potential capacity for her to act in the recently vacated s.47(3)(b) - Contrary to Public Interest position for Term 1.

I am seeking confirmation that if there is not an ongoing role at level that her salary be maintained for a minimum of 12 months.

Here is the information Peter and s.47(3)(b) - Contrary to Public Interest have provided me:

s.47(3)(b) - Contrary to Public Interest

South East Region

In consultation with FNQ ARD Suzanne Currin, s.47(3)(b) - Contrary to Public Interest is considering the best use of s.47(3)(b) - Contrary to Public Interest professional skills and experience in the College as we do for all incoming staff members as aligned with our recruitment processes.

Given the uncertainty to this point, we will continue these conversations with Suzanne as our ARD.

As a result of late staff movement and subsequent vacancies to start 2020, our possibilities at this point are -

1. s.47(3)(b) - Contrary to Public Interest is responding to the s.47(3)(b) - Contrary to Public Interest recent vacancy EOI - s.47(3)(b) - Contrary to Public Interest - Term 1 only 2020. This position is band 6. The role will be advertised statewide and nationally in Term 1 2020 for permanent appointment.
2. Utilise her skills and experience within the leadership team within DPs in building our Learning model including coaching and capability development grounded in the work of Lyn Sharratt and ARD Suzanne Currin. s.47(3)(b) - Contrary to Public Interest has current skills and technical knowledge in this space, coupled with experience in leading and implementing of this work.

Let me know if you need any additional details.

Regards

Brendan Crotty
Deputy General Secretary
Queensland Teachers' Union
21 Graham Street
Milton QLD 4064
Phone: (07) 3512 9000

Fax: (07) 3512 9050
Email: qtu@qtu.asn.au
Web: www.qtu.asn.au

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Released under the RTI Act by DOE

MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Monday, 9 December 2019 10:42 AM
To: KELLY, Peter
Subject: Season's Greetings from the QTU

Categories: FYI

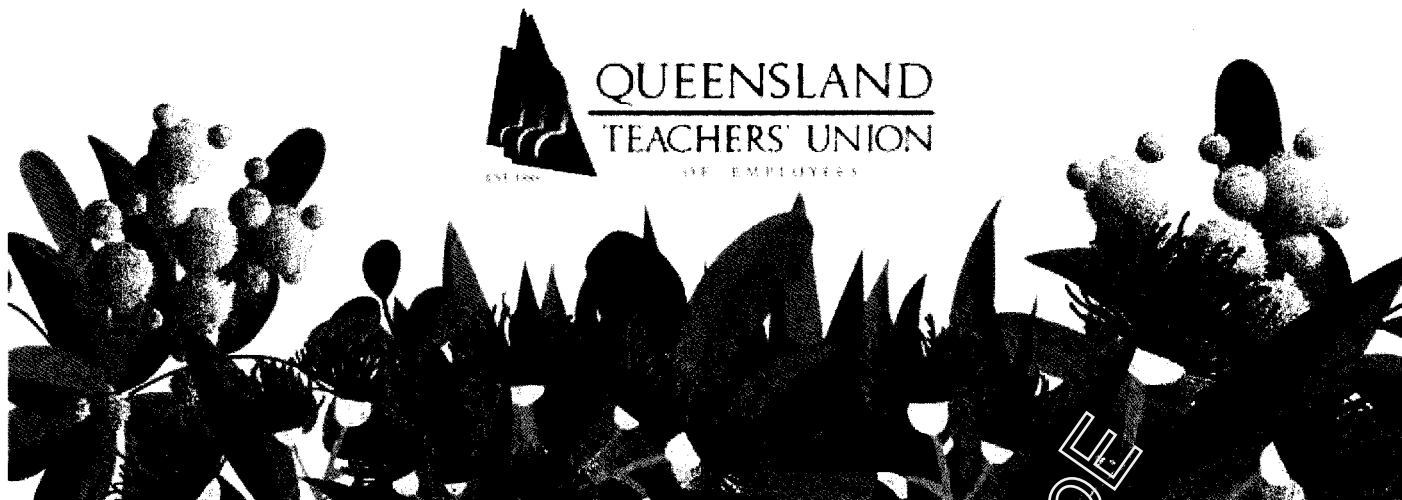


Dear Peter

SEASON'S GREETINGS AND
BEST WISHES FOR THE NEW YEAR

from

**Kevin Bates, President and
Graham Moloney, General Secretary**



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MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Friday, 6 December 2019 5:25 PM
To: COOK, Tony
Cc: s.47(3)(b) - Cont QTU Organisers; COGHLAN, Dion; s.47(3)(b) - Contrary KELLY, Peter; HUNT, Jeff; 's.47(3)(b) - Contrary to Public'
Subject: QTU directive - s.47(3)(b) State School - One hour stop work Tuesday 10 December from 8.30am - 9.30am
Attachments: DOC061219-06122019171836.pdf
Categories: Important - READ

Dear Mr Cook

Attached please find QTU correspondence in relation to directive issued at s.47(3)(b) - State School.

Karen Alldridge on behalf of Brendan Crotty | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton QLD 4064 (PO Box 1750, Milton LPO QLD 4064)



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**QUEENSLAND
TEACHERS' UNION**
OF EMPLOYEES

Address all correspondence to:
The General Secretary, Queensland Teachers' Union
PO Box 1750, Milton LPO Q 4064
21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive - s.47(3)(b) State School

6 December 2019

Mr. Tony Cook
Director-General
Department of Education

By email: tony.cook@qed.qld.gov.au

Dear Mr Cook

Re: Stop work directive - s.47(3)(b) State School - Tuesday 10 December from 8.30 - 9.30am

As per previous correspondence dated 2 December and email dated 5 December containing members resolutions, I advise that members at s.47(3)(b) State School have been issued with a directive to stop work for one hour on Tuesday 10 December from 8.30am - 9.30am unless the department's response to members concerns are resolved satisfactorily.

If you require further assistance, please contact the s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest or myself on s.47(3)(b) - Contrary to Public Interest

Yours sincerely

Brendan Crotty
Deputy General Secretary

cc: s.47(3)(b) - Contrary to Public Interest

Dion Coghlan, Assistant Director-General - Human Resources
Jeff Hunt, Deputy Director-General - Corporate Services Division
Peter Kelly, Deputy Director-General - State Schools Division
s.47(3)(b) - Contrary to Public Interest

MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Monday, 2 December 2019 3:44 PM
To: COOK, Tony
Cc: COGHLAN, Dion; HUNT, Jeff; KELLY, Peter; s.47(3)(b) - Contrary to Public Interest } QTU Organisers
Subject: QTU Directive - s.47(3)(b) State School
Attachments: s.47(3)(b) - Contrary to Public Interest
Categories: Important - READ

Good afternoon

Please see attached correspondence regarding s.47(3)(b) - State School.

Your prompt attention to this matter would be appreciated.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Released under the RTI Act by DOE

MITCHELL, Samantha

From: Kate Ruttiman [s.47(3)(b)]@qtu.asn.au>
Sent: Friday, 15 November 2019 10:21 AM
To: KELLY, Peter; HUNT, Jeff; COGHLAN, Dion; COOK, Tony
Subject: Fwd: Members' Newsflash 19-19
Attachments: image001.png; ATT00001.htm; Nflash_19-19.pdf; ATT00002.htm
Categories: Peter responded/ACTIONED

Hi Tony, Jeff, Peter and Dion

Just for you (currently being sent out)

Have a lovely Friday

Regards

Kate

Kate Ruttiman
QTU Deputy General Secretary
(M: [s.47(3)(b)] - Cor)

Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: qtu@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064

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www.qtu.asn.au | qtu@qtu.asn.au | QTAD 1300 11 7823

No. 19-19 15 November 2019

TO: QTU MEMBERS

Statement on Safety and Respect; Disability Royal Commission; This week in WWAM; Bushfires, smoke haze and meal breaks; Pride in diversity; Farewell year 12, 2019; 2020 Labor Notes Conference

In this edition:

- Statement on Safety and Respect
- Disability Royal Commission
- This week in WWAM
- Bushfires, smoke haze and meal breaks
- Pride in diversity
- Farewell year 12 2019
- 2020 Labor Notes Conference

Statement on Safety and Respect

The QTU is committed to ensuring that all gatherings convened under its name are free of all forms of harassment, including sexual harassment.

The November meeting of the QTU State Council endorsed a new Statement on Safety and Respect, articulating the way our Union will deliver on this commitment. For our democratic processes to continue to flourish, all members must feel safe to express their views in any QTU forum. Generated following member concerns about behaviour in meetings and online during the debate around enterprise bargaining, the new statement, and the commitment it embodies, has been developed through an extensive consultation process over several months.

The statement will now form part of every meeting agenda for the QTU. The commitment statement will be read immediately following the Acknowledgement of Country at each meeting.

A copy of the Statement on Safety and Respect can be downloaded [here](#).

Disability Royal Commission

The first content hearings of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (DRC) were held in Townsville in the week beginning 4 November, addressing education and learning.

The QTU was required to provide a formal statement to the DRC addressing a wide range of issues relating to QTU policy on education for students with disability. This statement will be published on the DRC website in due course. QTU President Kevin Bates was summonsed to appear as a witness during the hearings, as were principals nominated by the Department of Education from several high schools in and around Townsville.

All of the information on the DRC Townsville hearings can be accessed [here](#).

The transcripts of the evidence are available [here](#).

This week In WWAM

As the second week of WWAM draws to a close, we ask members to consider their health, safety and wellbeing at work. Everybody deserves to be safe at work. This week, why not consider becoming a health and safety representative, ensure that CARAs are in place and that these determine the class sizes for practical subjects, or consider how your classroom/workspace is set up and whether it meets the principles of healthy work design?

Last week's focus on workload included documentation outlining the workload management principles attached as schedule 6 to the proposed agreement. These principles are developed from the public service principles and are designed to assist in addressing another aspect of work health and safety – that of psychological wellbeing. It is important that when we consider health and safety we look at all aspects of it – physical and psychological – and that we adopt a culture of care in line with the expectations of Work Health and Safety Queensland.

Next week the focus of WWAM will be on "Knowing Your Working Conditions", to coincide with the certification of the new agreement.

Bushfires, smoke haze and meal breaks

Members in schools affected by the smoke haze are reminded to follow the Workplace Healthy and Safety QLD advice regarding staying indoors to minimise health impacts. Further advice from WHS can be found [here](#).

Members who have experienced loss of property and require financial assistance due to the recent and ongoing natural disaster are encouraged to check the [QTU website](#) for further assistance.

If meal break entitlements are affected as a result of students remaining indoors during breaks, QTU members and other school employees should invoke the wet weather/heatwave duty rosters. This will help to ensure there is appropriate management of meal break entitlements.

Pride in diversity

The QTU has recently sought clarification from the Department of Education regarding the use of gender pronouns in the signature blocks of departmental emails or other communications. The department has established a LGBTIQ+ inclusion section on OnePortal which provides advice and information on matters such as: how to access rainbow lanyards; how to book an LGBTIQ+ awareness session for your workplace; how to establish an ally program and how to change your email block to include gender pronouns or to show your support. Members are encouraged to refer to OnePortal to access further information on these issues.

<https://intranet.qed.qld.gov.au/Services/HumanResources/payrollhr/workplaceculturaldiversity/inclusion-diversity/focus-areas/lgbtiq-inclusion>

Farewell year 12, 2019

Friday 15 November is a momentous date for the class of 2019 – the first in prep, the last to do QCS and the last to be awarded an Overall Position (OP) for tertiary entrance. Their hard work and the contributions of teachers, principals, family and community, have combined to deliver a world class education across the length and breadth of Queensland.

While the Year 12 students have every right to be proud of their achievements, they would not have completed their schooling without the hard work and support of their teachers and principals. This year has been a particularly challenging one with the introduction of new senior curriculum and SATE system. The QTU wishes to acknowledge the efforts of all our members and their contribution to this years' Queensland school leavers.

2020 Labor Notes Conference

Expressions of interest are sought for two QTU representatives or honorary officials to be part of a four-person delegation to attend the 2020 Labor Notes Conference (www.labornotes.org) in Chicago.

Dates: 17 – 19 April 2020
Venue: Hyatt Regency O'Hare
Chicago, Illinois, USA.

Decisions about participation will be made by the QTU Executive based on the applicant's history and level of QTU involvement, the benefits to the QTU and the individual of attendance, and QTU policy concerning gender balance in delegations.

Expressions of interest should outline relevant QTU, teaching and other experience and the benefits of attendance; should be no more than 500 words; and be received by the General Secretary no later than the close of business on **Friday, 29 November 2019**.

The QTU will be responsible for travel, accommodation and incidental costs and will apply to the department for paid leave for the successful applicants to attend the Conference.

Authorised by:

Graham Moloney
General Secretary

Released under the RTI Act by DOE

MITCHELL, Samantha

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Wednesday, 30 October 2019 9:42 AM
To: KELLY, Peter
Cc: HUNT, Jeff; COGHLAN, Dion; QTU Maryborough Office; SMITH, Liam
Subject: QTU - s.47(3)(b) - Cor State School resolutions
Attachments: s.47(3)(b) - Cor SS_resolutions_DoE_30 October 2019.pdf

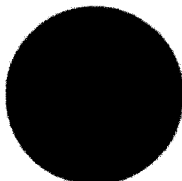
Categories: FYI

Dear Peter,

Attached please find correspondence regarding recent resolutions passed by QTU members at s.47(3)(b) - Conti State School.

Regards.

Karen Alldridge on behalf of Kate Ruttiman | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton QLD 4064 (PO Box 1750, Milton LPO QLD 4064)



The QTU acknowledges the traditional custodians of the land on which we work and pay our respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjrkla: 1917

29 October 2019

Mr Peter Kelly
Deputy Director-General State School
Department of Education and Training

By email: Peter.KELLY@qed.qld.gov.au

Dear Peter

Re: Workplace resolutions – s.47(3)(b) - Contr State School

At a meeting of QTU members held at s.47(3)(b) - Contr State School on Monday 28 October, the following resolutions were passed:

1. THAT QTU members at s.47(3)(b) - Contr State School express their appreciation of the ongoing support provided by North Coast Region in relation to the continued s.47(3)(b) - Contrary to Public Interest s.47(3)(b) - Contr
2. THAT QTU members at s.47(3)(b) - Contr State School request that Education Queensland initiate an immediate investigation into the school culture and operations at s.47(3)(b) - Contr State School. This investigation must focus on the interactions between Principal s.47(3)(b) - C and staff as well as school decision making processes.
3. THAT QTU members at s.47(3)(b) - Contr State School request that Education Queensland act immediately to install an alternative Principal at s.47(3)(b) - s.47(3) State School until such time as the required investigation is completed along with any other subsequent processes.
4. THAT QTU members at s.47(3)(b) - Contr State School request that Education Queensland act to support the school in immediately resolving the following issues.
 - Permanent part-time staff are to be allocated their 2020 fractions, so these individuals have an opportunity to manage their personal responsibilities.
 - Prep classes must be provided with the allocated access to a full-time Teacher Aide now and into the future.
 - Time is allocated in s.47(3)(b) - Contr State School staff meetings to address education and workplace issues including input from local Queensland Teachers' Union Representatives.

- Time is allocated in s.47(3)(b) - Cont State School staff meetings to discuss issues that affect the management of classrooms and school procedures in an effort to improve upon current practices.
 - That the schools Leadership will ensure industrial compliance by providing an increased portion of NCT on extra TA support in instances where classes become oversized as a consequence of exceptional circumstances.
5. THAT if Education Queensland is unwilling or unable to satisfactorily address the requests of Queensland Teachers' Union members at s.47(3)(b) - Cont State School (by 18 November) then aforementioned members commit to meet again to consider a vote of no-confidence in the principal and for future industrial action.
 6. THAT QTU members at s.47(3)(b) - Cont State School request that local QTU Organiser Scott Welch communicate these resolutions to North Coast Region Regional Director Liam Smith.

I would appreciate the opportunity to discuss these concerns with you or your representative as soon as possible. I can be contacted on s.47(3)(b) - Contr

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Jeff Hunt, Dion Coghlan, Liam Smith, Scott Welch, QTU Organiser

MITCHELL, Samantha

From: Kevina O'Neill <s.47@qtu.asn.au>
Sent: Friday, 20 September 2019 10:36 AM
To: COGHLAN, Dion
Cc: Kate Ruttiman; Brendan Crotty; All Organisers (Milton and Country); PAYNE, Kirsty; KELLY, Peter; Queensland Teachers' Assist Desk; Thalia Edmonds
Subject: Helping the Cleaners document
Attachments: 19092019150040-0001.pdf

Importance: High

Good morning Dion,

I do hope all is well with you. The above attachment was distributed in a state high school in Logan. It has no information on it indicating that it is a formal document from the department but the school indicated that it came from facilities.

I am sending this to you because I couldn't easily ascertain where it sat, but as it places workload expectations on teachers which clearly sit outside their role and industrial agreements, I used that as the determiner.

The QTU is requesting that this document not be distributed and that any copies be withdrawn. I could write a short dissertation on any number of inappropriate elements to the document but I believe your IR and HR team will see the blatant inappropriateness of some of the messages. State Schooling would/should also have some concerns about the 'messages' being conveyed in the document. Clearly it is a document that was intended to be supportive of cleaners but it misses the mark in terms of the messages sent to the audience, which is essentially teachers.

I will leave this one with you but I would like some idea of where it came from and how it is being managed to ensure it is not distributed.

Regards Kevina

Kevina O'Neill | Assistant Secretary - Services Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 |
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064

Are your details up to date? Have you changed schools?

It is important that your Union has current contact details (workplace, email - private & work, home address & phone numbers etc) for all members.

Please check and update your contact details online in the Member Portal www.qtu.asn.au or email membership@qtu.asn.au.

-----Original Message-----

From: Elissa Ferguson <s.47(3)(b)@qtu.asn.au>
Sent: Friday, 20 September 2019 9:14 AM
To: Kevina O'Neill <s.47@qtu.asn.au>
Subject: FW: Attention QTAD direction from Facilities Central Office

FYI

Sincerely

Elissa

Elissa Ferguson | Metropolitan West Logan Organiser Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: organisers@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064

Log into the member portal <http://www.qtu.asn.au/myQTU> to update your contact and employment information, to download your invoice and your tax statement, and more.

Hi All

I am forwarding a document which apparently came from Facilities in town.

This document was distributed to all staffrooms.

Teachers: clean up any vomit & clean sinks and benches - really !!!!!!!!!!!!!!!

I asked that it be removed from all staffrooms and it was.

I thought it was someone from my school but I have been reliably informed that it was from Facilities in town.

This is clearly a mistake, not only is it not in our job description but also it is a WPH&S issue.

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HELPING THE CLEANERS

To help make our cleaner's task easier please ensure that you

- Remove all rubbish from the floors at the end of the day (student monitors can do this).
- Clean sinks and benches.
- Keep rooms tidy – avoid stacking books / paper on floor.
- Turn off fans, lights, air conditioners, heaters etc. when leaving room at the end of the day.
- Close and lock windows and doors at the end of the day.
- Clean spills (paint, glue etc. immediately) especially on carpet.
- If doing artwork on the ground, place something e.g. plastic over the surface first.
- Do not paint windows.
- Don't use sticky tape or masking tape on walls or windows, use blu-tack (preferably blue) instead.
- Remove blu-tack from walls and windows when posters are taken down.
- Displays etc. hanging from rafters must be above head height.
- Use appropriate sinks to wash paint brushes.
- Ensure that any rubbish is removed from under the port racks.
- Stack chairs daily.
- Children are to clean food scraps and rubbish from eating areas before going to play.
- Clean up any vomit.



Above all form a team with you, the children and the cleaner to ensure the room and surrounds are the best they can be.

MITCHELL, Samantha

From: Jeff Backen [s.47\(3\)\(b\)@qtu.asn.au](mailto:s.47(3)(b)@qtu.asn.au)
Sent: Thursday, 19 September 2019 2:27 PM
To: KELLY, Peter
Cc: Kate Ruttiman
Subject: [s.47\(3\)\(b\) - Conf](#) (FNQ teacher) - Transfer Case

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Important - READ

Hi Peter

I have been advised by HR that this matter has been escalated to your office.

Before you make a decision I would like to have a chat with you about this matter as the QTU has been involved in this case for several months.

I can be contacted on [s.47\(3\)\(b\) - Conf](#)

Thanks

Jeff

Jeff Backen | Assistant Secretary (Services/Welfare)
Queensland Teachers' Union
T: 07 3512 9030 | F: 07 3512 9050 | M: [s.47\(3\)\(b\) - Conf](#)
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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MITCHELL, Samantha

From: Maureen Duffy <s.47(3)@qtu.asn.au>
Sent: Wednesday, 18 September 2019 8:09 PM
To: GURNEY, Margaret
Cc: BELL, Stephen; GODKIN, Vicki; s.47(3)(b) - Contrary to P Jeff Backen; KELLY, Peter
Subject: Re: Update re: s.47(3)(b) - Co SS HPE teacher s.47(3)(b) - C

Good evening, Margaret.

Please see below.

I have been the QTU Organiser for Peninsula & the North West since 2002. I am fully across why s.47(3) s.47(3)(b) - was given a required transfer to accommodate s.47(3)(b) - Cont medical issues many years ago.

I am extremely concerned that s.47(3) is receiving disadvantageous treatment and is possibly being discriminated against because of s.47(3)(b) - Contrary to Public Interes

I am aware that Jeff Backen is actively attempting to address this at a regional and Central Office level.

Given s.47(3)(b) - Contran rural and remote service history and the fact that the HPE teacher at s.47(3)(b) - Con SS is currently undertaking acting promotional roles, it is unclear to me and to the Union why s.47(3)(b) - Contr is not being transferred to s.47(3)(b) - Cont SS.

Regards - Maureen
Sent from my iPhone

Begin forwarded message:

From: Jeff Backen <s.47(3)(b)@qtu.asn.au>
Date: 18 September 2019 at 11:22:38 am AEST
To: "BELL, Stephen" <Stephen.Bell2@qed.qld.gov.au>
Cc: "GODKIN, Vicki" <Vicki.GODKIN@qed.qld.gov.au>
Subject: FW: Update re: s.47(3)(b) - Con SS HPE teacher s.47(3)(b) - Co

Hi Stephen

Further to our telephone conversation on Monday in which you indicated s.47(3)(b) would be considered for any short term HPE teacher vacancies at the school, is the region able to confirm that he is being considered for the term 4 vacancy outlined in the email below?

Thanks

Jeff

Jeff Backen | Assistant Secretary (Services/Welfare)
Queensland Teachers' Union
T: 07 3512 9030 | F: 07 3512 9050 | M: s.47(3)(b) - Co
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

-----Original Message-----

From: Maureen Duffy <s.47(3)(b)@qtu.asn.au>

Sent: Wednesday, 18 September 2019 11:16 AM

To: Jeff Backen <s.47(3)(b)@qtu.asn.au>

Subject: Update re: s.47(3)(b) - Cont SS HPE teacher s.47(3)(b) - C

Hi from s.47(3), Jeff.

I've just been told that s.47(3)(b) - C has recently been acting principal at s.47(3)(b) SS for a month, he's at a cricket carnival in s.47(3) today and he's going to be acting principal at s.47(3) SS for term 4.

Regards - Maureen

Sent from my iPhone

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MITCHELL, Samantha

From: Meagan Duran [s.47\(3\)\(t@qtu.asn.au](mailto:s.47(3)(t@qtu.asn.au)>
Sent: Monday, 9 September 2019 10:54 AM
To: KELLY, Peter
Cc: Karen Alldridge
Subject: Meeting with Brendan Crotty re Chancellor College

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Peter responded/ACTIONED

Good morning Peter

Brendan Crotty has asked me to contact you to book a meeting with you, preferably on Friday any time between 9 – 10:30am or 12:30 – 5pm to discuss Chancellor College.

Would you please advise if this would suit. Brendan is happy to come to you.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: gtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
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BOULT, Lauren

From: Leah Mertens <s.471@qtu.asn.au>
Sent: Thursday, 23 January 2020 11:28 AM
To: SCHIMMING, Sharon
Subject: Re: MEETING: Kindergarten consultation session

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Sharon

I am unable to attend this meeting as I will be at the airport waiting for a 3pm flight which is not ideal.

While I could try and dial in from the Qantas Club, it may be difficult to participate fully in the discussion.

It might be easier if I give you a call when I return from my interstate seminar on Thursday 6th February.

In the meantime, if you could forward me the minutes from the meeting and I will send over any questions that I might have.

I assume that you will be providing a written overview of your plans for supporting staff and monitoring the progress of the kindylinQ trials?

Regards

Leah Mertens
QTU Research Officer
Professional Issues

> On 23 Jan 2020, at 11:10 am, SCHIMMING, Sharon <Sharon.SCHIMMING@qed.qld.gov.au> wrote:

>

>

> <MEETING: Kindergarten consultation session>

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DAY, Laura

From: Tracy Warner [s.47\(3\)@qtu.asn.au](mailto:s.47(3)@qtu.asn.au) on behalf of QTU Services <services@qtu.asn.au>
Sent: Wednesday, 25 September 2019 12:07 PM
To: HUNT, Jeff
Cc: COGHLAN, Dion; BLAIR, Craig; Queensland Teachers' Union
Subject: HPRM: Letter to Mr Jeff Hunt DDG
Attachments: Ltr to DDG re BYETC & QSPC classification - 25.09.2019.pdf
Categories: WITH LAURA FOR ACTION

Dear Mr Hunt

Please find attached letter from the QTU General Secretary regarding the Brisbane Youth Education and Training Centre (BYETC) and Queensland Pathways State College (QSPC) principal classifications

Regards

Tracy-lee

Tracy-lee Warner | Administration Officer - Research/Services

Queensland Teachers' Union

T: +61 7 3512 9000 | F: + 61 7 3512 9050

E: services@qtu.asn.au | W: www.qtu.asn.au



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PO Box 1750, Milton LPO Q 4064

21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:pb:tw

25 September 2019

Mr Jeff Hunt
Deputy Director-General
Corporate Services
Department of Education
PO Box 15033
CITY EAST QLD 4002

Email: jeff.hunt@qed.qld.gov.au

Dear Mr Hunt

I am writing to you with regards to the Brisbane Youth Education and Training Centre (BYETC) and Queensland Pathways State College (QSPC) and consideration of the classification of the principals of these schools under the new classification system. You will be aware that the principals and the Queensland Teachers' Union (QTU) has been having ongoing discussions with the department in relation to these two schools.

Firstly, the QTU requests that once the Certified Agreement Implementation Committee (CAIC) is established, consideration of the principal position of BYETC be deemed as a "principal – special purpose" at PR 7 level dated this year (2019).

Secondly, upon completion of the review of QPSC scheduled for early 2020, that further evaluation of the classification of the principal position occur as a matter of priority and that a meeting be scheduled between the parties, namely, the department, QTU and principal to discuss this evaluation. The QTU believes that this position should also be considered as a "principal – special purpose" through CAIC.

Please don't hesitate to contact Ms Paige Bousen about these on 3512 9000 or at qtu@qtu.asn.au.

Yours sincerely

Graham Moloney
General Secretary

cc: Dion Coghlan
Craig Blair

DAY, Laura

From: Graham Moloney s.47@qtu.asn.au
Sent: Friday, 4 October 2019 3:38 PM
To: HUNT, Jeff
Subject: Re: Southport SHS - Fire

Categories: COMPLETED

Don't spend the entire weekend there, Jeff. Put the nail-bag away and leave it to the professionals. 😊

Graham Moloney
General Secretary
Queensland Teachers' Union.

On 4 Oct 2019, at 2:23 pm, HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au> wrote:

Dear all

As you may be aware, Southport State High School suffered a significant fire overnight last night, destroying B block that contained 9 spaces including special education, computer labs, staff room and classrooms.

DoE and DHPW have marshalled resources and we have just now commenced the process of demolition and installation of prefabricated buildings after having the site handed back to us from Police and QFES.

At this stage it is assumed arson but we do not have any report yet to confirm that.

This is a significant demolition and rebuild exercise and no decision has been made at this stage as to whether we will be ready to resume school on Tuesday 8 October 2019.

As always, we will need certification for the new buildings and hygienist clearance regarding any asbestos management issues.

I will keep you posted as we move through the long weekend.

Warm regards

Jeff Hunt
Deputy Director-General

Corporate Services
Department of Education

P: 07 3034 4771

E: jeff.hunt@qed.qld.gov.au

Level 22 | Education House | 30 Mary Street | Brisbane QLD
4000

PO Box 15033 | City East QLD 4002

Please consider the environment before printing this email.

<image001.jpg>

<image002.jpg>

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DAY, Laura

From: Cresta Richardson [s.47(3)(b)]@qtu.asn.au>
Sent: Wednesday, 16 October 2019 1:53 PM
To: HUNT, Jeff
Subject: Housing HIP issue- Jericho
Categories: COMPLETED, WITH ELOISE FOR ACTION

Hi there Jeff

I know you are probably at CBRC at the moment, and I am off to a meeting with the QCT and DOE from 2:30-4:15, but I am wondering if you could contact me when you have 10 minutes spare?

s.47(3)(b) - Cor

Thanks in advance.

Cresta

Cresta Richardson | Vice President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: s.47(3)(b) - C
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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DAY, Laura

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Wednesday, 23 October 2019 3:56 PM
To: HUNT, Jeff
Cc: COGHLAN, Dion; BREEN, Erica
Subject: HPRM: QTU letter: Certified Agreement Implementation Committee and Workload Advisory Council
Attachments: Letter to DoE - certified agreement CAIC and WAC 231019.pdf; Letter to Minister - election commitment review of workload.pdf; Response from Jackie Trad - Teacher wellbeing.pdf

Categories: WITH HR FOR ACTION

23.10 – Jeff I have sent an email back to Meagan. I've also saved into TRIM 19/583647 & moved to HR to action

Good afternoon

Please find attached correspondence with regards to the Certified Agreement Implementation Committee and Workload Advisory Council.

Also attached are letters referenced for your information.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050

E: qtu@qtu.asn.au | W: www.qtu.asn.au

21 Graham St, Milton Q 4064

PO Box 1750, Milton BC Qld 4064



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**QUEENSLAND
TEACHERS' UNION**
OF EMPLOYEES

Address all correspondence to:

The General Secretary, Queensland Teachers' Union

PO Box 1750, Milton LPO Q 4064

21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE

kjr:mkd: Certified Agreement Implementation and Workload Advisory Council

23 October 2019

Mr Jeff Hunt
Level 22, Education House
30 Mary St
Brisbane QLD 4002

Dear Mr. Hunt

Re: Certified Agreement Implementation and Workload Advisory Council

Thank you for your letter dated 15 October 2019 in which you propose the workplan and composition of the Certified Agreement Implementation Committee and the Workload Advisory Council. The QTU has considered the proposals as provided and wish to make the following comments:

Certified Agreement Implementation Committee (CAIC):

While the Union has no comments about the role of the CAIC the QTU does have concerns regarding matters that appear to be missing from the CAIC or not identified as priorities.

In the first instance the CAIC needs to consider the implementation of the 10 hours of professional development commencing 2020 as a matter of priority. It is the Union's understanding that these hours would not be allotted against the Easter Vacation due to the implication of this for paid leave, especially paid parental leave, and that schools would be advised of this change to assist them in forward planning for the 2020 school year. The calendar published by DoE in October keeps the three Student Free Days (SFDs) in the Easter holidays. This is impacting on the treatment of the SFDs by payroll and in the advice being provided by the department. This needs to be addressed as a matter of priority so that FAQs can be developed. The treatment of these days as part of "rostered duty time" also means that public holidays that fall within the school holiday period are being deducted from any paid leave. This is despite the directive stating that paid parental leave is exclusive of school holidays and the department's calendars identifying that school terms commence after the public holidays. It is imperative that this matter be addressed as a matter of priority

The Union has also received questions in relation to the treatment of the additional day to support SATE implementation in 2020. It is our proposal that any issue to be implemented in 2020 needs to be commenced and certainty provided to schools prior to the end of the 2019 school years so that they can plan activities required to ensure the effective implementation of the agreement next year.

It is the QTU's proposition that myself and Thalia Edmonds be standing members of the CAIC from the QTU with other officers attending as discussions relating to their areas of responsibility are discussed.

Workload Advisory Council (WAC)

Please find attached to this email a copy of the letter sent to the Minister for Education regarding the workload review (which was an election commitment of the government). Consequently, the QTU would seek an addition to the terms of reference to the WAC to include strategies to support the practical reduction of workload (as referenced in the letter. In addition, the scope of the WAC should extend beyond "red tape reduction" and remedies to address the health impacts of workload.

The QTU requests four representatives on the WAC. This includes myself and 3 school-based members. This is in line with the Union's view that the review of workload should be principal and teacher led. The extension of the number of representatives to four will enable a school-based representative from each of the secondary, primary and special sectors.

I am hopeful that the QTU and the department will be able to resolve these issues in the same good faith in which we negotiated the agreement so that the work required to deliver the initiatives of the agreement can commence as a matter of priority.

Yours sincerely



Kate Rutlliman
Deputy General Secretary

Cc: Dion Coghlan, Assistant Director-General Human Resources
Erica Breen, Director Enterprise Bargaining



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OF EMPLOYEES

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21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:amm

10 May 2019

Hon Grace Grace MP
Minister for Education and
Minister for Industrial Relations
PO Box 15033
CITY EAST QLD 4002
Via email: education@ministerial.qld.gov.au

Dear Minister

Re: Election commitment – review of school leader and classroom teacher workload

In response to the Queensland Teachers' Union (QTU) state election claims the Deputy Premier, Hon Jackie Trad, advised the QTU in a letter received 20 November 2017, that during this term of office the government would conduct a review of teacher workloads to address excessive and unproductive work for teachers. The Union seeks to have this commitment enacted.

In 2018, the QTU commissioned the Australian Council for Educational Research (ACER) to conduct a survey of teacher and principal workload. The report of that survey was provided to the QTU late last year and is available on the QTU website.

The problems of excessive workload for teachers and principals is not limited to Queensland. ACER had previously conducted equivalent surveys for our teacher union colleagues in Victoria and Tasmania. The New South Wales Teachers Federation adopted a different approach with research conducted by the University of New South Wales. The QTU is also very aware of significant research internationally. In England, for example, priorities in addressing teacher workload were identified as planning, marking and data management. These may offer insight into the processes for the review and for addressing this phenomenon.

The review should have the following characteristics as a minimum:

1. it should be a joint review managed by the department and the Union – an opportunity to work in partnership to address this issue
2. the review itself should be teacher and principal led to support the practical reduction of workload
3. the review should broadly canvass submissions or ideas from throughout the workforce, as well as academic or management contributions
4. the scope of the review must extend beyond "red tape reduction" remedies or remedies that address the health effects of overwork but do not address its causes.

The Union believes that a joint review is preferable to other alternatives, such as a parliamentary committee review or an academic exercise.

Without seeking to limit the scope of the review, it should canvass the impact of cascading, sometimes contradictory, expectations on the work of principals and teachers; realistic evaluation of workload impacts in the decision-making for introduction of initiatives; unproductive or low value contributors to workload that should be removed; and mechanisms to challenge the imposition of excessive workload at a local and systemic level.

Jackie Trad

DEPUTY PREMIER OF QUEENSLAND

Putting
Queenslanders First



Mr Graham Moloney
General Secretary
Queensland Teachers' Union
PO Box 1750
Milton QLD 4064
By email: qtu@qtu.asn.au

Dear Mr Moloney

Thank you for your letter seeking responses from the Palaszczuk Government regarding matters of concern to the Queensland Teachers' Union.

The Palaszczuk Government thanks the Union for the genuine spirit of co-operation and support that has been the hallmark of our relationship over the last term.

We particularly thank you for the contribution you have made to the excellence and reform of education in Queensland and the support you have provided in effecting the transformation to a new Senior Assessment and Tertiary Entrance system. Your leadership and counsel in this regard was appreciated.

With respect to your state election claims a re-elected Palaszczuk Government commits to the following:

School Funding

We will not sign up to any new federal school funding deal until we see what conditions apply.

We will continue to talk to the QTU about these funding arrangements and how we can get the best outcome for Queensland students.

Additional Teachers/Teacher Release

Since the Palaszczuk Government was elected, we have employed 3,450 new teachers including 875 extra teachers above growth – the single biggest injection of additional teachers beyond growth in Queensland.

We are also providing \$256 million in *Investing for Success* funding directly to schools. Many schools use this funding to employ additional classroom teaching support and curriculum leadership positions.

We have also committed to an additional 3,700 teachers for Queensland schools over the next four years to cater for growth.

As part of future enterprise bargaining negotiations we will consider additional teacher release time for collaboration.



Beyond this horizon we have plans for a further four new primary schools, two new special schools and an additional secondary school.

These new schools will be built from far north Queensland to the south east to ensure we manage growth.

We have also committed to a \$235 million renewal program that will substantially renew and refurbish 17 of our oldest schools across the state.

We will also maintain our Cooler Schools policy to support renewal and maintenance of existing air-conditioners at schools in the Cooler Schools Zone.

We will also drive new energy efficiency measures in schools that will see a \$97 million Clean Energy program supporting solar and energy efficiency measures in approximately 827 schools and energy efficiency measures in the remaining 400 smaller schools.

The estimated saving of \$10.2 million per annum will be returned to schools to support teaching and learning.

Thank you for raising the issues of concern to QTU members.

A re-elected Palaszczuk Government looks forward to working with your leadership over the next term to ensure that we promote a strong and supported teaching workforce.

Sincerely

A handwritten signature in black ink, appearing to read 'Jackie Trad', is written over a circular stamp or seal.

JACKIE TRAD MP
DEPUTY PREMIER
Minister for Transport and
Minister for Infrastructure and Planning

DAY, Laura

From: Kate Ruttiman <s.47(3)(b)@qtu.asn.au>
Sent: Tuesday, 8 October 2019 3:17 PM
To: HUNT, Jeff
Subject: RE: Southport SHS - Fire

Categories: FYI ONLY

Herculean effort

Well done team

Kate Ruttiman | Deputy General Secretary
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | s.47(3)(b) - C
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

From: HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au>
Sent: Tuesday, 8 October 2019 2:56 PM
To: DL - Heads of Corporate Services <DL-HeadsOfCorporateServices@qed.qld.gov.au>; DL - All EMB Executive Management Board <DL-ALLEMBExecutiveManagementBoard@qed.qld.gov.au>; DL - Regional Directors <DL-RegionalDirectors@qed.qld.gov.au>; Minister Grace <grace.grace@ministerial.qld.gov.au>; Sharon Durham <Sharon.Durham@ministerial.qld.gov.au>; Scott Chandler <scott.chandler@ministerial.qld.gov.au>; Laura McKee <Laura.McKee@ministerial.qld.gov.au>; Angela Kitzelman <Angela.Kitzelman@ministerial.qld.gov.au>; REYNOLDS, Paul <Paul.REYNOLDS@qed.qld.gov.au>; SCE, Media <Media@qed.qld.gov.au>; MARA, Kevin <Kevin.MARA@qed.qld.gov.au>; SHEEDY, Dave <Dave.SHEEDY@qed.qld.gov.au>; MCDONALD, Brandon <Brandon.MCDONALD@qed.qld.gov.au>; DREDGE, Graham <Graham.DREDGE@qed.qld.gov.au>; COOK, Tony <Tony.COOK@qed.qld.gov.au>; HOWE, Catherine <Catherine.HOWE@qed.qld.gov.au>
Cc: Kate Flanders <s.47(3)(b) - C@together.org.au>; papres <papres@qtu.asn.au>; ANDERSON, Roselynn <president@qasel.org.au>; Mark BRECKENRIDGE QSPA <president@qspa.org.au>; s.47(3)(b) - Contra@pandcsqld.com.au; s.47(3)(b)@qassp.org.au; Breckenridge, Mark <mbrec2@eq.edu.au>; O'NEILL, Brian <Brian.O'NEILL@qed.qld.gov.au>; Sharon Abbott <president@sbmaq.com.au>; Graham Moloney <s.47(3)(b)@qtu.asn.au>; Kate Ruttiman <s.47(3)(b)@qtu.asn.au>; s.47(3)(b) - Con@unitedvoice.org.au
Subject: RE: Southport SHS - Fire

Dear All

School's in for summer thanks to hundreds of workers and lots of heavy machinery over the long weekend. It was fantastic to have the Minister on site at the school to welcome students back to Southport SHS for Term 4 and to see the transformation that has taken place in less than 90 hours. This is the last update on this disaster event.

Regards
Jeff



s.47(3)(b) - Contrary to Public Interest

s.47(3)(b) - Contrary to Public Interest







From: HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au>

Sent: Sunday, 6 October 2019 8:31 PM

To: DL - Heads of Corporate Services <DL-HeadsOfCorporateServices@qed.qld.gov.au>; DL - All EMB Executive Management Board <DL-ALLEMBExecutiveManagementBoard@qed.qld.gov.au>; DL - Regional Directors <DL-RegionalDirectors@qed.qld.gov.au>; Minister Grace <grace.grace@ministerial.qld.gov.au>; Sharon Durham <Sharon.Durham@ministerial.qld.gov.au>; Scott Chandler <scott.chandler@ministerial.qld.gov.au>; Laura McKee <Laura.McKee@ministerial.qld.gov.au>; Angela Kitzelman <Angela.Kitzelman@ministerial.qld.gov.au>; REYNOLDS, Paul <Paul.REYNOLDS@qed.qld.gov.au>; SCE, Media <Media@qed.qld.gov.au>; MARA, Kevin <Kevin.MARA@qed.qld.gov.au>; SHEEDY, Dave <Dave.SHEEDY@qed.qld.gov.au>; MCDONALD, Brandon <Brandon.MCDONALD@qed.qld.gov.au>; DREDGE, Graham <Graham.DREDGE@qed.qld.gov.au>; COOK, Tony <Tony.COOK@qed.qld.gov.au>; HOWE, Catherine <Catherine.HOWE@qed.qld.gov.au>

Cc: Kate Flanders <[s.47\(3\)\(b\)-C@together.org.au](mailto:s.47(3)(b)-C@together.org.au)>; Kevin Bates <papres@qtu.asn.au>; ANDERSON, Roselyne <president@qasel.org.au>; Mark BRECKENRIDGE QSPA <president@qspa.org.au>; [s.47\(3\)\(b\)-Contra@pandcsqld.com.au](mailto:s.47(3)(b)-Contra@pandcsqld.com.au); [s.47\(3\)\(b\)-C@qassp.org.au](mailto:s.47(3)(b)-C@qassp.org.au); Breckenridge, Mark <mbrec2@eq.edu.au>; O'NEILL, Brian <Brian.O'NEILL@qed.qld.gov.au>; Sharon Abbott <president@sbmag.com.au>; Graham Moloney <[s.47\(3\)\(b\)-C@qtu.asn.au](mailto:s.47(3)(b)-C@qtu.asn.au)>; Kate Ruttiman <[s.47\(3\)\(b\)-C@qtu.asn.au](mailto:s.47(3)(b)-C@qtu.asn.au)> [s.47\(3\)\(b\)-Con@unitedvoice.org.au](mailto:s.47(3)(b)-Con@unitedvoice.org.au)

Subject: Re: Southport SHS - Fire

Dear All

I am delighted to advise that we are on track to get Southport SHS back to school for the start of Term 4 on Tuesday 8 October 2019.

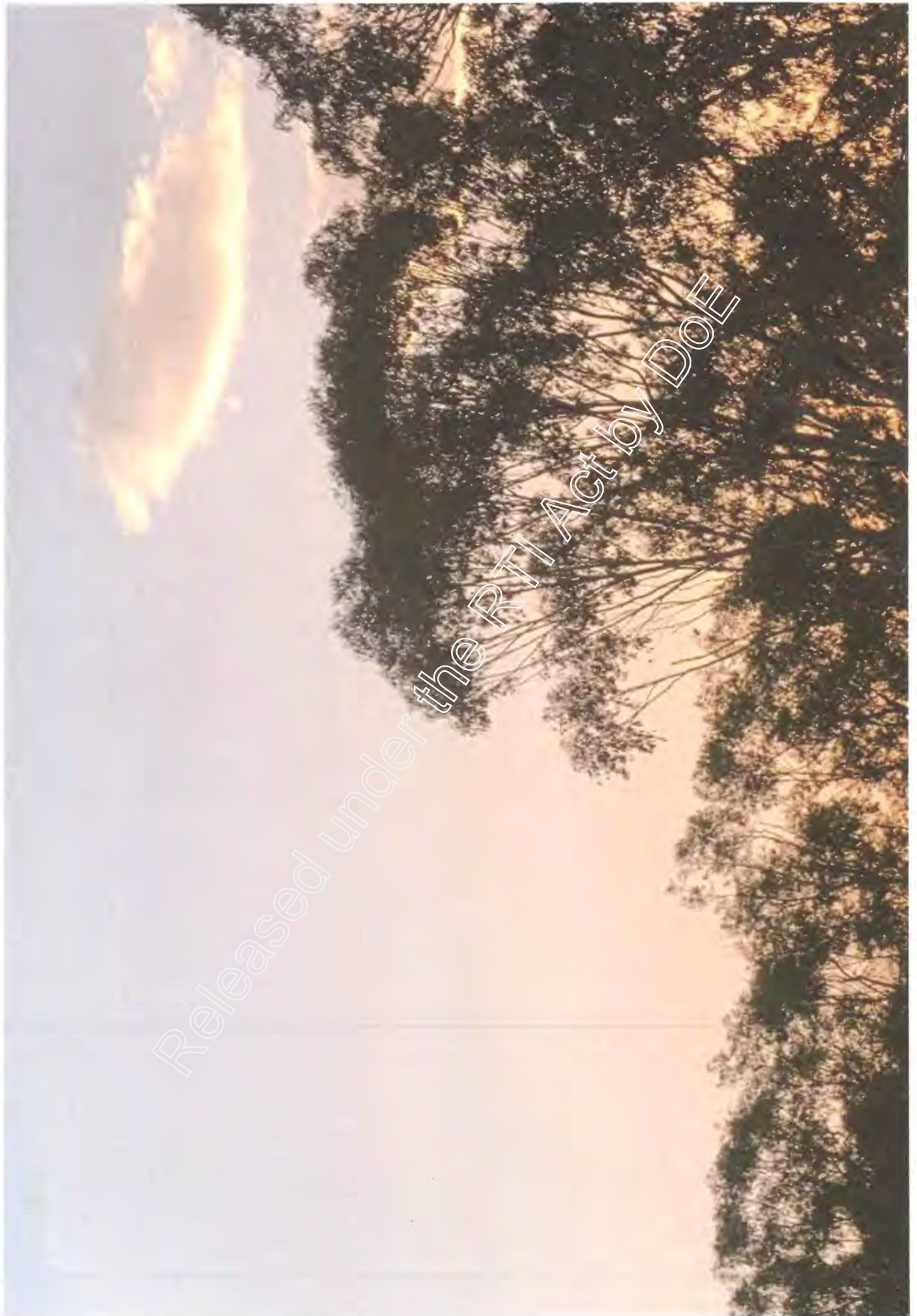
Today's progress on site by an amazing team of tradespeople has meant that we will be able to get students back to school as planned on Tuesday.

While there is still much to do over the course of the next 38 hours or so, and numerous trades will continue to work across the remainder of the weekend, we look forward to the school being handed back so that they can get on with the business of teaching and learning.

This is another fine example of how when good people come together with a common goal, unfailing commitment and tremendous good will, they can make amazing things happen.

A few images below - what's left of B block, inside the new SEP, and the switching on of the verandah lights, and new computer labs.

Cheers
Jeff





Released under the RTI Act by DoE





Sent from my iPhone

On 6 Oct 2019, at 8:22 am, HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au> wrote:

Dear all

I am pleased to advise that Fleetwood have all buildings on site now and we will be working throughout today and all of tmrw to have them connected and fitted out.

Regarding reopening, we will probably make that call tonight based on today's progress.

Will update you all further later today. We are in a good position this morning.

Regards
Jeff

PS it's a beautiful morning on the Gold Coast this morning. Must be even better at the beach!

[image3.jpeg]

[image1.jpeg]

[image2.jpeg]

Sent from my iPhone

On 5 Oct 2019, at 5:48 pm, HUNT, Jeff
<Jeff.HUNT@qed.qld.gov.au<<mailto:Jeff.HUNT@qed.qld.gov.au>>> wrote:

Dear all

Works have been progressing at pace today and the devastated building is down to the slab with ~80 per cent of the debris already removed.

The installation of the new prefabricated buildings is going swiftly and we already have in place the new special education classroom, staff rooms, and toilet block.

These are still needing to be plumbed in and linked up to data and electricity but that will progressively happen over the course of this weekend.

There are four more buildings still to be brought on to site. This will happen over the course of Saturday night and the remainder of Sunday. Those buildings will also then require connection to services.

We are well placed at this stage.

In addition to the fire devastation, a water leak was also discovered in one of the upper floor staff areas of E block which flooded that room and an adjacent classroom and downstairs breakfast club room. We are also attending to these works with those rooms stripped today and repair works underway to have those spaces back up and running early next week.

Messages to staff parents and caregivers have been provided twice today in addition to the communications that went out twice yesterday. They have been very positive posts on Facebook in relation to the proactive communication that has been done.

Media crews have been on site today and have taken extensive footage of the damage works as well as the new installation activity. We hope that this will lead to positive media reports particularly on channel 7 and channel 9 tonight. We have had great support from the strategic communications and engagement (media) team from central office in managing the media

and communications aspect of this event.

The principal Nigel Hughes and his business manager, schools officer, and IT specialist, have done an amazing job in working in with the infrastructure services crew and ITB team from central office and from the south-east region. It's always impressive to see how all of these people are so willing to give up their weekends to combine with Qbuild staff and contractors to make this magic happen.

I will provide you with a further update during the course of tomorrow and over the remainder of the weekend.

I attach a few images for your reference.

Regards

Jeff[image4.jpeg][image3.jpeg]

[image2.jpeg]

[image1.jpeg]

Sent from my iPhone

On 5 Oct 2019, at 7:29 am, HUNT, Jeff

<Jeff.HUNT@qed.qld.gov.au<<mailto:Jeff.HUNT@qed.qld.gov.au>><<mailto:Jeff.HUNT@qed.qld.gov.au>>> wrote:

Dear all

We have made great progress overnight.

One third of the destroyed B block has been demolished and that work is continuing now and should be complete by the end of today.

The first two buildings plus the modular toilet block have been put in place and more to come today as we work around the long weekend heavy vehicle movement traffic restrictions in place.

We are having a round table recovery meeting at 9 but I am very pleased with progress at this point.

We have deferred making a decision about reopening until we are more progressed. But at this stage we are looking pretty good.

We gave parents and staff an update last night and Facebook feedback is very appreciative of the communications.

The removal of B block is certainly showing off the \$12m new 2020 ready building nicely.

Will update further later today.

Regards

Jeff

[image2.jpeg]

[image1.jpeg]

Sent from my iPhone

On 4 Oct 2019, at 2:23 pm, HUNT, Jeff

<Jeff.HUNT@qed.qld.gov.au<mailto:Jeff.HUNT@qed.qld.gov.au><mailto:Jeff.HUNT@qed.qld.gov.au><mailto:Jeff.HUNT@qed.qld.gov.au>> wrote:

Dear all

As you may be aware, Southport State High School suffered a significant fire overnight last night, destroying B block that contained 9 spaces including special education, computer labs, staff room and classrooms.

DoE and DHPW have marshalled resources and we have just now commenced the process of demolition and installation of prefabricated buildings after having the site handed back to us from Police and QFES.

At this stage it is assumed arson but we do not have any report yet to confirm that.

This is a significant demolition and rebuild exercise and no decision has been made at this stage as to whether we will be ready to resume school on Tuesday 8 October 2019.

As always, we will need certification for the new buildings and hygienist clearance regarding any asbestos management issues.

I will keep you posted as we move through the long weekend.

Warm regards

Jeff Hunt
Deputy Director-General

Corporate Services
Department of Education

P: 07 3034 4771

E:

jeff.hunt@qed.qld.gov.au<mailto:jeff.hunt@qed.qld.gov.au><mailto:jeff.hunt@qed.qld.gov.au><mailto:jeff.hunt@qed.qld.gov.au>

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PO Box 15033 | City East QLD 4002

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DAY, Laura

From: Kate Ruttiman [s.47\(3\)\(b\)@qtu.asn.au](mailto:s.47(3)(b)@qtu.asn.au)
Sent: Friday, 4 October 2019 2:45 PM
To: HUNT, Jeff
Subject: Re: Southport SHS - Fire

Categories: FYI ONLY

Thanks Jeff

Make sure you get some sleep over the next three days

Kate

Kate Ruttiman
QTU Deputy General Secretary
(M: [s.47\(3\)\(b\) - Cor](mailto:s.47(3)(b)@qtu.asn.au))

On 4 Oct 2019, at 2:23 pm, HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au> wrote:

Dear all

As you may be aware, Southport State High School suffered a significant fire overnight last night, destroying B block that contained 9 spaces including special education, computer labs, staff room and classrooms.

DoE and DHPW have marshalled resources and we have just now commenced the process of demolition and installation of prefabricated buildings after having the site handed back to us from Police and QFES.

At this stage it is assumed arson but we do not have any report yet to confirm that.

This is a significant demolition and rebuild exercise and no decision has been made at this stage as to whether we will be ready to resume school on Tuesday 8 October 2019.

As always, we will need certification for the new buildings and hygienist clearance regarding any asbestos management issues.

I will keep you posted as we move through the long weekend.

Warm regards

Jeff Hunt

Deputy Director-General

Corporate Services
Department of Education

P: 07 3034 4771
E: jeff.hunt@qed.qld.gov.au
Level 22 | Education House | 30 Mary Street | Brisbane QLD
4000
PO Box 15033 | City East QLD 4002

Please consider the environment before printing this email.

<image001.jpg>

<image002.jpg>

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DAY, Laura

From: Kate Ruttiman <s.47(3)(b)@qtu.asn.au>
Sent: Tuesday, 18 February 2020 8:50 PM
To: HUNT, Jeff; COGHLAN, Dion
Subject: Fwd: Draft communication about the WAC
Categories: FYI ONLY

Hi,

I have been asked to prepare a report/Newsflash to members about today's meeting.

This is my first go at it. I don't think it misrepresents anything or over promises but happy for feedback.

I've also forwarded it to Beck, Andrew and Peter for their feedback.

As with everything they would like it to go out tomorrow, but I wanted to show you first.

Kate



Kate Ruttiman
QTU Deputy General Secretary
(M: s.47(3)(b) - Cor)

Begin forwarded message:

The first meeting of the Workload Advisory Council was held on Tuesday 18 February.

The Council discussed a number of issues including:

The implementation of SATE - members of the WAC committed to providing examples of workload imposts of SATE. As part of the CAIC it has been requested that DoE communicate with schools eligible for the additional TRS to support the implementation of SATE the hours that will be provided in semester 2 to support the SATE roll out. This will enable schools to use these hours in semester one if this is deemed the best time to support the implementation of SATE in the school confident that the hours will be reimbursed in

Instrumental Music Instructors and Teachers - the WAC agreed to maintain a watching brief of the implementation of the MoA and Joint Communiqué and its impact on workload for IMIs and IMTs

Principal Health and Well-being - the Council was advised that the strategy was close to completion. The QTU believes that for the strategy to have a positive impact it is also necessary to address school leaders workload. It was also stated that Principal Wellbeing is not the sole responsibility of the individual but also a system responsibility.

Accountability measures such as Annual Performance Reviews, new processes associated with RAIS payments, School Reviews and Day 8 returns were identified as potential workload issues. While work has already commenced around school reviews other accountability issues will be considered between Council meetings. The Department indicated that it believes that the Day 8 process may be able to be improved and will commence a review following the completion of the 2020 Day 8 audit process.

NCCD and ICPs - the impact of the NCCD on the role of HoSES was explained. There was a call for transparency regarding the funding of the NCCD and clarity about the recording of students with verified disabilities and other disabilities.

The impact of inclusion on the workload of classroom teachers and heads of programs including the need to develop resources for students on ICPs and different resources for students with other learning disabilities is significant. While no solutions were discussed at the WAC these issues including other matters such as the collection and use of teaching data and reporting/contacting parents were identified as being expectations of the profession that have not been accompanied with additional resources or time.

School Behaviour Management Processes. A number of issues raised by principals, deputy principals and heads of department regarding the new processes were discussed. The Department committed to continuing to work with principal members to provide more streamlined exemplars. They will also consider elements that impact on workload with the SDA process.

Duties of teachers, heads of programs and school leaders - the QTU provided the WAC with a document from the ACT which identifies the duties of a teacher and articulates what a teacher must do, what a teacher will contribute to and what is not a duty of a teacher. The QTU has suggested a document similar to this developed for the Queensland jurisdiction for each classification may assist in addressing workload.

As the WAC meets quarterly the members agreed to continue to work on addressing workload issues (including those discussed at the first WAC) and others as they are identified between meetings.

The QTU explained that it is the view of the Union that the Principles of Effective Workload Management in the Certified Agreement have a broader application to policies and initiatives coming from the system - both Central Office and Regions. Workload issues will continue to be raised with the Department as they arise.

Processes for making submissions to the WAC.

It is anticipated that a web form process will be used to collect submissions to the WAC. Work is currently being undertaken with the Council hopeful that submissions will open

TRAFICANTE, Eloise

From: Graham Moloney s.471@qtu.asn.au
Sent: Thursday, 27 February 2020 10:11 PM
To: HUNT, Jeff
Subject: Re: Air-conditioning - every classroom in every state school

Jeff,

Would you believe I wrote down the numbers that the Min quoted?

Max.

Graham Moloney
General Secretary
Queensland Teachers' Union.

On 27 Feb 2020, at 1:59 pm, HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au> wrote:

Graham

Sorry but your newflash isn't quite accurate – its not an additional \$477 million

It is a total package of \$477 million

It's an additional \$327 million over 4 years added to existing.

And the \$200 million reference should be \$100 million over three (was 4 but now three).

The Govt has spent \$200 mill since 2015.

Just correcting the record.

Cheers

Jeff

From: DAY, Laura <Laura.DAY@qed.qld.gov.au>
Sent: Thursday, 27 February 2020 12:33 PM
To: COOK, Tony <Tony.COOK@qed.qld.gov.au>; HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au>
Subject: RE: Air-conditioning - every classroom in every state school

Aw no, they have said we originally allocated \$200 million over four years for air conditioning, and the \$477m is extra...

From: [s.47\(3\)\(b\) - Contrary to Public Interest](#)
Sent: Thursday, 27 February 2020 11:55 AM
To: COOK, Tony <Tony.COOK@qed.qld.gov.au>; HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au>
Subject: FW: Air-conditioning - every classroom in every state school

FYI

Sent from my Samsung Galaxy smartphone.

----- Original message -----

This is a massive boost for schools and a win of which QTU members should be immensely proud. More details will be posted to the [QTU website](#) ASAP.

Authorised by Graham Moloney, General Secretary, Queensland Teachers' Union

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<~WRD000.jpg>

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DAY, Laura

From: Graham Moloney <s.47@qtu.asn.au>
Sent: Friday, 28 February 2020 7:37 AM
To: HUNT, Jeff
Subject: Re: Air-conditioning - every classroom in every state school

To Kevin and I when we met. I really should have just said huge amounts of money. 🏠

Graham Moloney
General Secretary
Queensland Teachers' Union.

On 27 Feb 2020, at 10:40 pm, HUNT, Jeff <Jeff.HUNT@qed.qld.gov.au> wrote:

Uh oh

Sent from my iPhone

On 27 Feb 2020, at 10:10 pm, Graham Moloney <s.47@qtu.asn.au> wrote:

Jeff,

Would you believe I wrote down the numbers that the Min quoted?

Max.

Graham Moloney
General Secretary
Queensland Teachers' Union.

On 27 Feb 2020, at 1:59 pm, HUNT, Jeff
<Jeff.HUNT@qed.qld.gov.au> wrote:

Graham

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It is a total package of \$477 million

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And the \$200 million reference should be \$100 million over three (was 4 but now three).

The Govt has spent \$200 mill since 2015.

Just correcting the record.

Cheers

Jeff

From: DAY, Laura <Laura.DAY@qed.qld.gov.au>
Sent: Thursday, 27 February 2020 12:33 PM

To: COOK, Tony <Tony.COOK@qed.qld.gov.au>; HUNT, Jeff
<Jeff.HUNT@qed.qld.gov.au>
Subject: RE: Air-conditioning - every classroom in every state school

Aw no, they have said we originally allocated \$200 million over four years for air conditioning, and the \$477m is extra...

From: s.47(3)(b) - Contrary to Public Interest
Sent: Thursday, 27 February 2020 11:55 AM
To: COOK, Tony <Tony.COOK@qed.qld.gov.au>; HUNT, Jeff
<Jeff.HUNT@qed.qld.gov.au>
Subject: FW: Air-conditioning - every classroom in every state school

FYI

Sent from my Samsung Galaxy smartphone

----- Original message -----
From: Queensland Teachers' Union <nflash@qtu.asn.au>
Date: 27/2/20 8:30 am (GMT+10:00)
To: s.47(3)(b) - Contrary to Public Interest
Subject: Air-conditioning - every classroom in every state school

<~WRD000.jpg>

Members' newsflash no.02-20, 27 February 2020 | [view online](#) | [download](#)

Air-conditioning – every classroom in every state school

After last year's announcement of fast-tracked investment to air-condition more schools in the hottest parts of Queensland, the Palaszczuk government has to expand on the original commitment by promising to air-condition every classroom in every state school by June 2022.

After a two-year campaign for climate control in all Queensland schools, the QUT welcomed the initial announcement late in 2019 that air-conditioning would be installed in the hottest 300 schools in the state that did not already have it. Today's announcement will ensure that air-conditioning, for both cooling and heating, is delivered sooner and more sustainably than any alternative plan or policy position we are aware of.

Calling on the initial allocation of \$200 million originally budgeted over four years, the Queensland Government will deliver the promised air-conditioning upgrade in more years by investing an extra \$477 million. The budgeted plan includes new electricity upgrades, infrastructure upgrades and an allocation for maintenance and replacement.

But wait there's more

In an exciting development revealed today, the state government has also committed to air-conditioning every library and staff room in every state school. The QTU has argued that the work of teachers, school leaders and education support staff will benefit greatly from the improvement of learning conditions for all students. The inclusion of school libraries and staff rooms (used for collaborative work and breaks) will improve members' working conditions throughout the day.

But what about sustainability?

In addition to the hundreds of schools currently being fitted with solar panels, the government has today announced an expansion of the solar program to allow for larger installations generating more renewable energy in each school to offset the cost of using the air-conditioning. This will result in an extra 80,000 solar panels being installed.

Thanks to parents and community

P&Cs and community supporters of their local state school have done a huge job to raise funds to install air-conditioning in schools. Our sincere thanks go to all of the parents and community members for their work, their dedication and their commitment. Students have been the direct beneficiaries of your work and their learning has improved better for it.

This is a massive boost for schools and a win of which QTU members should be immensely proud. More details will be posted to the [QTU website](#) ASAP.

Authorised by Graham Moloney, General Secretary, Queensland Teachers' Union

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<~WRD000.jpg>

*****>*****
*****<*****

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SEELEY, Nick

From: Tracy Warner <s.47(3)@qtu.asn.au> on behalf of QTU Services
<services@qtu.asn.au>
Sent: Monday, 2 March 2020 3:33 PM
To: COOK, Tony
Cc: WALLACE, Kira; DETE, Correspondence; Queensland Teachers' Union; QTU Services
Subject: Urgent workload matter
Attachments: Ltr to DG from GS re Urgent workload matter - 02.03.2020 FINAL.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

2.3.20 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached letter from Graham Moloney, QTU General Secretary, regarding the Air Conditioning Project Team's unreasonable workload demand.

Regards
Tracy-lee

Tracy-lee Warner | Administration Officer - Research/Services
Queensland Teachers' Union
T: +61 7 3512 9000 | F: + 61 7 3512 9050
E: services@qtu.asn.au | W: www.qtu.asn.au



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The General Secretary, Queensland Teachers' Union

PO Box 1750, Milton LPO Q 4064

21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:cw:tw

2 March 2020

Mr Tony Cook
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

Tony

Dear ~~Mr Cook~~

Re: Air Conditioning Project Team's unreasonable workload demand

I write on behalf of QTU members who are employed by the Department of Education as state school principals, with regards to an unreasonable workload demand created by the department's Air Conditioning Project Team.

I am in receipt of an email that was sent on Wednesday, 26 March at 4:01pm, from the email address AirCon.Infrastructure@qed.qld.gov.au and that is signed off without the name of a departmental officer, but on behalf of the Air Conditioning Project Team.

1. The email includes the following instructions:
2. Open Microsoft Excel sheet 'AC CSZ v0.6.xlsx', attached to this email.
3. Save a copy to your computer.
4. If it appears, push the 'Enable Content' button (see below).
5. Enter your contact details in cells E2 and E3.
6. Select your school name using the drop down menu in cell D5. The results displayed are all rooms and structures at your school.
7. Please complete column J for all line items assigned to your school.
8. If you have any comments, please utilise column K.
9. Save the spreadsheet once you have finalised each line item.
10. Reply to this email (aircon.infrastructure@qed.qld.gov.au) with your completed spreadsheet attached.

The email states that principals are to return the email by the close of business on Monday, 2 March 2020.

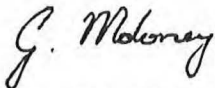
I draw your attention to the unreasonable workload demand that the instruction places on recipients of the email. For example, the principal of Kirwan State High School is required to evaluate and report on the air conditioning requirements of 558 rows on the Excel spreadsheet. Similarly, the principal of Woree State School is required to evaluate and report on 238 locations, and Tully State High School's principal is required to evaluate 207 spaces in the school and then populate the spreadsheet.

The QTU welcomed last week's air conditioning in schools announcement by the Queensland government. However, the timeline set by the Air Conditioning Project Team for schools is an example of unreasonable workload demand.

I seek your urgent assistance in this matter by providing an extension to all school principals of no less than fourteen working days, and that this be communicated to schools as a matter of priority. Further, I seek guarantees that all officers of the Department of Education at regional and central levels are instructed to ensure they understand their accountability for effective workload management of teachers, heads of program and school leaders.

In closing I note that the QTU officer with responsibility for this workload matter is Craig Wood and he can be contacted in the QTU's Milton office on (07) 3512 9000.

Yours sincerely



Graham Moloney
General Secretary

SEELEY, Nick

From: Tracy Warner <s.47(3)@qtu.asn.au> on behalf of QTU Services
<services@qtu.asn.au>
Sent: Tuesday, 25 February 2020 3:01 PM
To: COOK, Tony
Cc: Queensland Teachers' Union; QTU Services
Subject: Letter to Mr Cook re AEU Early Childhood Delegation
Attachments: Letter to DG re delegation to Canberra - 25.02.2020.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

25.2.20 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached letter from QTU General Secretary regarding AEU Early Childhood Delegation to Canberra.

Regards
Tracy-lee

Tracy-lee Warner | Administration Officer – Research/Services
Queensland Teachers' Union
T: +61 7 3512 9000 | F: + 61 7 3512 9050
E: services@qtu.asn.au | W: www.qtu.asn.au



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21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: Gjm:lm:tw: AEU Early Childhood Education

25 February 2020

Mr Tony Cook
Director-General
Department of Education

E: tony.cook@qed.qld.gov.au

Tony
Dear ~~Mr Cook~~

Re: Paid leave request to attend Australian Education Union Early Childhood
Education Breakfast Forum and Lobbying Day, Parliament House,
Canberra - 24 March 2020

I am writing to seek your support and approval for paid leave for QTU members to attend the AEU early childhood education breakfast forum and lobbying day at Parliament House, Canberra on 24 March 2020.

The AEU is organising this event to seek support of Federal Coalition MPs for the Universal Access for 4 year olds to 15 hours a week to be delivered in the upcoming Federal Budget as ongoing permanent funding to provide security for early childhood workers and a guarantee of quality early childhood education for Queensland children. The Queensland Minister for Education and Industrial relations, the Hon. Grace Grace MP, has clearly indicated her support and we are grateful for her efforts in continuing to advocate for ongoing funding at Education Council meetings.

Delegations to this event will consist of kindy and early years teachers and parents from Queensland, New South Wales, Victoria and South Australia. The delegations will meet with Queensland Members of Parliament and Senators to discuss the benefits that a year of high-quality early childhood education can bring to a child's life and the need for this vital funding to be ongoing.

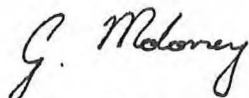
The QTU seeks approval for paid leave for the following members:

Surname	First name	Workplace	Member no.	Leave requested
s.47(3)(b) - Contrary to Public Interest				23 and 24 March
				23 and 24 March
				23 and 24 March

As per previous occasions, I request that leave with pay be granted to the above employees pursuant to clause 33 (b) of the Teaching in State Education Award – State 2016 to facilitate their attendance at Parliament House and any additional days required to travel to Canberra. All other costs will be paid by the Queensland Teachers' Union.

Please contact Leah Mertens, Assistant Secretary – Research Officer - Professional Issues, on 3512 9000 or email services@qtu.asn.au should you require any further information.

Yours sincerely



Graham Moloney
General Secretary

SEELEY, Nick

From: QTU Services <services@qtu.asn.au>
Sent: Thursday, 30 January 2020 2:10 PM
To: COOK, Tony
Cc: Queensland Teachers' Union; SILVESTRI, Philippa; QTU Services
Subject: Letter re Instrumental Music Teacher Joint Communique
Attachments: Joint Instrumental Music Teachers Joint Communique_signed copy_ December 2019.pdf; Ltr to Tony Cook re Instrumental music teacher joint communique.pdf; Joint Instrumental Music Teachers Joint Communique_signed copy_ December 2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

30.1.20 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached, correspondence and enclosure from the Queensland Teachers' Union General Secretary Graham Moloney in regard to the recent Instrumental Music Teacher joint communique.

For further communication regarding this email, please reply to services@qtu.asn.au for the attention of Mel de Waard.

Regards

Annette Allen | Administration Officer – Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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

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Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE:

gjm:mw:aa

30 January 2020

Mr Tony Cook
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

Dear Mr Cook,

Re: Instrumental music teachers and instructors' joint communique

I refer to your letter dated 20 December 2019 seeking endorsement of the joint communique between the department and the Queensland Teachers' Union (QTU).

A signed copy of the joint communique is attached reaffirming the agreed position that has been reached as a resolution to the work-to-rule directive.

The QTU is proud of the efforts of our members involved in this campaign and our officers who continue to advocate for the working conditions of instrumental music teachers/ instructors.

The QTU and our officers look forward to working with officers from the department through the Instrumental Music Reference Committee (IMRC) to monitor the commitments made in this joint communique.

The QTU is committed to acknowledging the unique nature of work of this group of members in our continued consultation with the department to address the workload of instrumental music teachers and instructors.

The QTU officer with responsibility for Instrumental Music is Mel de Waard. Ms de Waard can be contacted via services@qtu.asn.au or in the QTU's Milton office on 3512 9000.

Yours sincerely

K. J. Kullamari

for Graham Moloney
General Secretary

Enc. Joint Communique December 2019



Queensland
Government

Office of the
Director-General

Department of
Education

20 DEC 2019

Mr Graham Moloney
General Secretary
Queensland Teachers' Union
Email: gtu@gtu.asn.au

Dear Mr Moloney *Graham*

I refer to your letter dated 5 November 2019 confirming the resolution of the Queensland Teachers' Union (QTU) work-to-rule directive applying to Instrumental Music Teachers and Instructors, which was issued on 25 January 2019.

I am advised that continued work undertaken by officers of the QTU and the Department of Education has resulted in the development of an agreed position to advise relevant employees of the outcome of the resolution.

I now seek your endorsement of the joint communique between the department and the QTU. Enclosed are two copies of the joint communique for your signature. Please sign and date both copies, retaining one for your own records, and returning the other signed original to:

Ms Pippa Silvestri
Principal Employee Relations Advisor
Employee Relations
Department of Education
PO Box 15033
CITY EAST QLD 4002

The department is committed to the ongoing management and implementation of the matters agreed to in the resolution, through the Instrumental Music Reference Committee, and continued consultation with the QTU on matters related to the employment conditions of Instrumental Music Teachers and Instructors.

If you require further information or assistance, please contact Ms Pippa Silvestri, Principal Employee Relations Advisor, Employee Relations, on (07) 3513 6574 or by email at philippa.silvestri@qed.qld.gov.au.

Yours sincerely

TONY COOK
Director-General

Ref: 19/681523

Enc:

Level 33 IWS
1 William Street Brisbane
Queensland 4000 Australia
PO Box 15033 City East
Queensland 4002 Australia
Telephone +61 7 3034 4754
Facsimile +61 7 3034 4769
Website www.qed.qld.gov.au
ABN 76 337 613 647

Department of Education and Queensland Teachers' Union of Employees Joint Communiqué
December 2019

Instrumental Music Teachers and Instructors

The Department of Education (department) and Queensland Teachers' Union of Employees (QTU) recognise the Queensland Instrumental Music Curriculum (QIMC). The parties celebrate the unique contribution that Instrumental Music Teachers and Instructors deliver in Queensland state schools.

Industrial Agreements

The parties acknowledge legislation and industrial agreements that provide the working conditions of Instrumental Music Teachers and Instructors who are employed by the department. The parties recognise their obligations pursuant of *Industrial Relations Act 2016* and Office of Industrial Relations Public Service Directives including entitlements to part-time employment and parental leave. The parties reaffirm the commitments of the agreed industrial instruments including *Teaching in State Education Award – State 2016*; *Department of Education Teachers Certified Agreement 2019*; and the *Instrumental Music Teachers and Instructors Memorandum of Agreement*.

The department will ensure that base school principals and Regional Music Coordinators (RMC) will be aware of their responsibilities in making decisions that impact on the working conditions of Instrumental Music Teachers and Instructors who are employed by the department.

The Instrumental Music Reference Committee will provide a consultative mechanism on matters that include:

- decisions that may affect the employment conditions or workload of Instrumental Music Teachers and Instructors
- implementation of the Instrumental Music Teachers and Instructors Memorandum of Agreement
- industrial issues that impact or may impact on Instrumental Music Teachers and Instructors
- other matters agreed to by the parties.

Curriculum

The department, with the support of the Instrumental Music Reference Committee (IMRC), will seek to reduce and manage workload requirements arising from the implementation of both the QIMC as well as the Queensland Curriculum Assessment Authority (QCAA) Instrumental Music Recognised Study in Years 11 and 12.

The department will provide additional resources to support the implementation of the QIMC, particularly for those sections of the curriculum used as a recognised study for Years 11 and 12 students.

The parties acknowledge the QIMC in the department's P-12 Curriculum Assessment Reporting Framework (CARF). The department is committed to supporting both Regional Music Coordinators (RMC) and the IMRC to establish and review procedures that ensure state-wide moderation process are consistently implemented across the regions.



The parties affirm support for the P-12 Curriculum Assessment Reporting Framework (CARF), in accordance with the agreed settlement achieved by the parties in an exchange of correspondence dated 2 October 2019. Schools are required to consider the number of students undertaking Instrumental Music and specialist programs, as well as the role and employment conditions of instrumental music teachers and specialist teachers in relation to parent teacher interview requirements.

The parties are committed to consistent state-wide approach to the moderation processes for the QCAA Instrumental Music Recognised Study in Years 11 and 12. For the purposes of completing the requirements of the QCAA Instrumental Music Recognised Study, the department supports the implementation of one (1) non-teaching day per Instrumental Music Teacher/Instructor full-time equivalent (FTE) From 2020, this non-teaching day is to be scheduled for Week 3 of Term 2 and is for the purposes of planning and implementing the curriculum requirements specific to QCAA students.

The department will consult with the QCAA and develop a consistent state-wide approach to the collection and reporting of student data that is required for Queensland Certificate of Education (QCE) credits. The department will support Instrumental Music Teachers and Instructors with advice pertaining to scheduling, methods of recording student work, and storage and retrieval of data.

The parties agree that moderation processes for Prep to Year 10 are separate processes to those of Years 11 and 12. The parties recognise that regions may organise moderation processes to suit local needs and without adverse impact to workload.

Hours of duty and related matters

The parties affirm the commitment to workplace health, safety and well-being and the importance of work-life balance of employees. Accordingly, base school principals and RMCs who support Instrumental Music Teachers and Instructors need to be aware of clause 15.2 of the *Teaching in State Education Award – State 2016* which provides for the hours of work and related matters. The parties reaffirm that any amendment of an Instrumental Music Teacher or Instructor's timetable and program is subject to consultation and agreement at the local level between the base school principal and Instrumental Music Teacher or Instructor.

The parties reaffirm the working conditions of Instrumental Music Teachers or Instructors, prescribed in 15.2 of the Award that include, but are not limited to:

- a 45 minute uninterrupted meal break
- maximum time spent on incidental duties including conducting a maximum of 20 concerts per year
- rostered duty time to commence no earlier than 0800 and concluding no later than 1600
- rostered duty time to be less than seven hours of duty in any one day.

The parties recognise that there is no reasonable expectation for an Instrumental Music Teacher or Instructor to attend staff meetings when such meetings are conducted outside of rostered hours.

The parties recognise s282 of the *Industrial Relations Act 2016* as well as dispute resolution procedures prescribed in the Award.



The parties reaffirm travel time provisions, non-contact time provisions, and class size provisions that are established in the MOA.

Workload management

The parties reaffirm commitment to clause 2.17 of the *Department of Education State School Teachers' Certified Agreement 2019* and the Principles of Good Workload Management that are prescribed in Schedule 6 of the Agreement. The parties agree as far as practicable the work of an individual teacher should not be unreasonable or excessive when allocating time for Instrumental Music Teachers and Instructors with regards to duties and circuits. Consideration of workload factors should be given to, but not limited to, the following:

- duties relating to the operation and organisation of the program
- travel time
- class sizes in relation to curriculum mix (such as multiple instrument types per group)
- range of ages, abilities, and needs of students including levels and types of support required
- reporting requirements
- NCT
- administrative tasks (such as planning music camps, planning for and coordinating parent support committees, creating rolls, managing instrumental music catalogues and associated photocopying that complies with copyright)
- financial responsibilities related to instrumental music levies, student resource scheme and EQ11 forms

Professional support

Collegial engagement

The *Collegial Engagement in Classrooms* joint statement acknowledges that accepted models of collegial engagement are based on agreed procedures, professional trust and mutual respect, and are subject to consultation with teaching staff. The parties agree that highly effective models of collegial engagement involve negotiations between the teacher and observer relating to the focus and intent of observations, the timing and frequency, feedback protocols and follow up actions.

The parties agree that models of observation and feedback should be the subject of consultation with teaching staff and that the consultation process must involve consideration by the local consultative committee (LCC). The parties acknowledge that an Instrumental Music Teacher's or Instructor's base school principal is identified as their line manager. Consequently, participating in collegial engagement at a base school is appropriate, where Instrumental Music Teachers and Instructors have the opportunity to be involved in the consultative processes via their base school's LCC. If Instrumental Music Teachers and Instructors, through a process of consultation and agreement with their base school principal, choose to participate in regional professional development, this may be in lieu of scheduled base school professional development. Instrumental Music Teachers and Instructors are not expected to participate in collegial engagement in more than one workplace.



Annual performance review

The *Annual Performance Review Process for Teachers* joint statement recognises the role of teachers and principals (or their delegate). The parties reaffirm their commitment to the three phase process of capability development that is a school-based process.

Administrative support

The parties affirm their commitment to reducing workload.

The department will support measures to reduce workload by streamlining processes through the development of supporting resources that will contain materials including, but not limited to: a distribution of recruitment and acceptance letters common instrumental music recruitment letter, introductory letter to students, templates to assist in providing student and cohort info to panels, advice about the provision of and access to technology to support moderation processes.

The parties acknowledge the importance of mandatory reporting in OneSchool. Principals and school administration teams are encouraged to negotiate with Instrumental Music Teachers and Instructors about the other categories of reporting. All other reporting on OneSchool requires consideration of the number of students undertaking instrumental music and other specialist programs, as well as the working conditions of Instrumental Music Teachers and Instructors and other specialist teachers.

Memorandum of Agreement

The parties agree that this joint communique will be an addendum to the Instrumental Music Teachers/Instructors Memorandum of Agreement. The parties agree that the MOA will be reviewed and/or renegotiated, pursuant to 12.3 of the proposed *Department of Education Teachers Certified Agreement 2019*.



**Queensland
Government**

Tony Cook
Tony Cook
Director-General,
Department of Education



**QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES**

G. Moloney

Graham Moloney
General Secretary,
Queensland Teachers' Union

Ref: 19/681492



**Queensland
Government**

SEELEY, Nick

From: Emma Waxenegger [s.47\(3\)\(b\) - C4@qtu.asn.au](mailto:s.47(3)(b) - C4@qtu.asn.au) on behalf of QTU Services <services@qtu.asn.au>
Sent: Friday, 1 November 2019 3:42 PM
To: COOK, Tony
Cc: QTU Services; QTU Records
Subject: Youth Fare Evasion Roundtable
Attachments: ltr to DG - Youth Fare Evasion Roundtable inc attachment.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

1.11 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached: correspondence from the General Secretary, Graharn Moloney.

Regards

Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES

Address all correspondence to:

The General Secretary, Queensland Teachers' Union
PO Box 1750, Milton LPO Q 4064
21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:cw:ew

1 November 2019

Mr Tony Cook
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002
E: tony.cook@qed.qld.gov.au

Tony

Dear ~~Mr Cook~~

RE: Minister for Transport and Main Roads' Youth Fare Evasion Roundtable

I am in receipt of an invitation for the Queensland Teachers' Union of Employees (QTU) to participate in a Youth Fare Evasion Roundtable that the Minister for Transport and Main Roads is convening on 3 December 2019. I enclose a copy of the Minister's correspondence. I understand that the 3 December 2019 roundtable will be the second in a series that commenced in April 2019.

The Minister advises that a Cross-Agency Working Group was established after the first roundtable and that an action plan has been developed to support a whole-of-government approach. In the context of school education, the QTU views phrases like "Cross-Agency Working Group" and "whole-of-government approach" as code for adverse workload creep.

Acceptance of whole-of-government approaches, like that proposed by Minister Bailey, invariably contributes to an escalation in the workload of QTU members who are employed as state school teachers and school leaders.

Prima facie reading of the Minister Bailey's correspondence does not establish sufficient grounds to disrupt the core business of teaching and learning in schools. Rather, the Youth Fare Evasion Roundtables appear to have been established to ensure that the income streams of transport providers are maintained.

Minister Bailey's correspondence includes the cross-agency action plan that I enclose, and I draw your attention to the potential roles assigned to schools. Specifically, the action plan includes:

- (1) "Schools/parents need to play a greater role in educating and prevention" and
- (2) "There is an opportunity for schools, parents and children to contribute to addressing the issue, acknowledging the existing workload of school staff and with respect to core business."

2.

The third column of the action plan includes:

- (1)(c) "Develop a targeted and relevant education and advertising campaign";
- (2)(a) "Develop joint operations with QPS and Education to target top 20 schools and locations."; and
- (2)(c) "Explore information sharing opportunities on young people who evade fares with schools and parents."

The QTU does not accept that entire cohorts of students should have their education disrupted for an unquantified minority. The target top 20 schools will include students who do not evade paying the fare as well as students who walk, cycle, or have parents/carers undertake drop off and pick up.

The QTU is dismayed that a twenty first century open government would foreshadow dealing with fare evasion with an approach that includes targeting school communities with joint operations between the QPS and Education. Further, the QTU rejects whole-of-government approaches that marginalise students from low socio-economic areas by fostering narratives that they live and learn in a community of thievery and dishonour.

Notwithstanding the statements listed in the Summary of Key Issues that are, at best, speculative, the summary omits the work that state schools are already undertaking. The Department of Education's *The Code of School Behaviour* is used by all Queensland state schools and this includes all schools developing their own *Responsible Behaviour Plan for Students*. These documents are applied in Queensland schools in various ways and could include a school community adopting School-wide Positive Behaviour Support (SWPBS), that is evidence-based and data driven. In the circumstance of data collection indicating that appropriate behaviour needs to be taught in the context of representing the school in the wider community, including paying a fare, such data will be collected and considered by the school SWPBS team at the local level and a strategy developed.

The QTU calls on the Department of Education to not endorse actions arising from the Cross Agency Working Group and that will contribute to adverse workload creep in state schools and potentially undermine work that already occurs systemically and at the local level.

The QTU is committed to consultation with the Department of Education on all matters that will impact on workload in this instance. I note that Craig Wood is the QTU officer with responsibility for behaviour and matters of related to school funding. Mr Wood can be contacted via email at services@qtu.asn.au or in the QTU's Milton Office on (07) 3512 9000.

Yours sincerely



Graham Moloney
General Secretary



Minister for Transport and Main Roads

Our ref: MC108757

25 October 2019

Mr Graham Maloney
General Secretary
Queensland Teachers Union
qtu@qtu.asn.au

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Queensland 4001 Australia
Telephone +617 379 7300
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Dear Mr Maloney

I am writing to provide you with an update on progress since the first Youth Fare Evasion Roundtable was convened in April 2019, and to invite you to the next roundtable event planned for 3 December 2019. Combatting youth fare evasion on our public transport system is a complex issue and I thank you for your support on this important project.

Since April 2019, a Cross-Agency Working Group has been established to provide a whole-of-Government approach. An action plan was developed based on the outputs of the roundtable event, a copy of which is enclosed for your reference.

One of the key actions from the roundtable event was to engage with young people on the reasons behind fare evasion and potential solutions to address them. Key discussion points from the research program included investigating potential drivers of deliberate fare evasion, attitudes and behaviours towards fare evasion, understanding of responsibilities and potential solutions for further investigation. I am pleased to advise that this research is now complete following a series of 12 workshops with young people and parents across Brisbane, Ipswich, Gold Coast, and the Sunshine Coast areas. The findings of this research report are being finalised and will be presented at the next roundtable event in December 2019.

An extension of this research to gain further insights from bus drivers is now in the planning stage, to understand bus driver perceptions of fare evasion, individual bus driver responses to fare evasion, and to identify potential solutions from those working on the front line of the issue. The Department of Transport and Main Roads (TMR) is working with industry partners, including the Queensland Bus Industry Council and the Queensland School Bus Alliance, to facilitate driver participation in the research.

TMR is also developing a fare compliance benchmark for services. This will use appropriate methodology deployed locally such as on the G:link trams on the Gold Coast, and will broadly align with measures used by other agencies, including Public Transport Victoria and Transport for New South Wales. The results of these surveys will allow TMR to invest in targeted strategies to combat fare evasion, as well as monitor the effectiveness of current and future interventions in achieving improved fare compliance. Other actions from the draft action plan are underway including targeted fare compliance operations at the top 20 schools with highest reported fare evasion rates. The first round of operations has commenced with additional rounds to occur following targeted education and engagement with school principals.

As you may be aware, I have recently announced that the Palaszczuk Government has committed to funding a 12-month trial of eight customer service officers employed by Westside Bus Company to ride on Ipswich services. This will provide a greater presence on the Ipswich bus network and will help inform safety arrangements moving forward.

Focus Area	Summary of Key Issues	Action
1. Prevention & Education	<ul style="list-style-type: none"> • Low parent and young person understanding of policy and fares • Fare evasion is linked to other escalating anti-social behaviours • Transport affordability and accessibility of tickets are a barrier to positive behaviour • Schools/parents need to play a greater role in educating and prevention • Young people are more likely to engage in non-compliant/risky behaviours at this age 	a. Investigate free or subsidised travel or alternate travel products for school aged young people
		b. Engage young persons in designing solutions
		c. Develop a targeted and relevant education and advertising campaign
2. Detection & Enforcement	<ul style="list-style-type: none"> • Fare evasion data needs to be better reported and used • Enforcement officers unable to respond to level of fare evasion • Officers' powers to enforce with young people is limited • There is opportunity for schools, parents and children to contribute to addressing the issue, acknowledging the existing workload of school staff with respect to core business. • Increased safety risk for drivers who challenge young fare evaders • Drivers require appropriate skills to approaching fare evasion with young people 	a. Develop joint operations with QPS and Education to target top 20 schools and locations
		b. Investigate third party enforcement (including a 12-month trial on Westside services of 8 operator-employed Authorised Officers)
		c. Explore information sharing opportunities on young people who evade fares with schools and parents
3. Penalties & Deterrents	<ul style="list-style-type: none"> • Current penalties aren't effective in changing behaviours • Need better understanding of what deterrents will be effective • Risk of perverse impacts of tougher penalties (e.g. increased social disadvantage, at-risk youth in courts, potential non-attendance at schools) • Lack of consequences for poor behaviour 	a. Investigate existing training and guidance resources for drivers around young passenger behaviours with a view to developing additional material if required.
		b. Investigate potential introduction of financial and non-financial penalties for 17yo and under
		c. Explore additional referral pathways as an alternative to existing court or a conferencing process.

SEELEY, Nick

From: Kate Ruttiman <s.47(3)(b)@qtu.asn.au>
Sent: Friday, 29 November 2019 10:07 AM
To: COOK, Tony
Cc: HASTIE-BURROUGHS, Rynell; COGHLAN, Dion; Zeb Sugden; Anthony Luck
Subject: s.47(3)(b) - Contrary to P School

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

29.11 forwarded to MESU (CS) to take action - Lisa

Good morning Tony,

I wish to advise that the QTU has been made aware that the Department has determined to support the decision of the RD to overturn a relocation to s.47(3)(b) - Contrary to P School.

It is our understanding that the RD has cited a conflict of interest in the relocation as the successful candidate is the s.47(3)(b) - Contrary and has made a statement that relocations are for people changing locations and do not apply within locations.

In the first instance the second statement is certainly in contradiction to the Department's practice where relocations are available to all relevant employees regardless of location and the QTU is aware of several intra-regional and intra-location transfers that have occurred in the past.

With respect to the conflict of interest, I am advised that the RD and the principal of s.47(3)(b) - Contrary to P have not had the most positive relationship and that this might be where the conflict of interest arises.

I am advised that the:

- panel was comprised of trained and experienced members.
- principal of s.47(3)(b) - Contrary to P excused himself from the panel due s.47(3)(b) being an applicant
- ARD believes that the process was transparent and inline with Departmental policy and processes
- HR business partner also believes that the process was transparent and in line with Departmental policy and processes
- QTU rep on the panel felt no pressure to relocate the successful applicant and believed the applicant to be the best in the pool
- Panel were aware that the principal was required to give a reference despite the applicant s.47(3)(b) - Cd because a reference was required by the immediate supervisor but it was not this referee check that influenced their determination.

In revising the process and the recommendation of the panel the QTU asserts that the rejection of the RD on the grounds stated above is an over-reach. Additionally, if the member was subject to the previous VRP relocation process and competed on points she would have been the successful applicant.

Consequently, we request that you revise the decision not to support the relocation and allow the relocation to proceed.

As our local organiser has attempted already to resolve this matter at the local level, and the Acting Assistant Secretary, Education Leaders has attempted to resolve this matter with central office HR, please be advised that this is the third stage of the dispute process.

I welcome the opportunity to discuss this matter with you further.

Regards

Kate

Kate Ruttiman | Deputy General Secretary
Queensland Teachers' Union

T: 07 3512 9000 | F: 07 3512 9050 | s.47(3)(b) - Cd

E: gtu@gtu.asn.au | W: www.gtu.asn.au

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PO Box 1750, Milton BC Qld 4064



The QTU acknowledges the traditional custodians of the land on which we work and pay our respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.



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SEELEY, Nick

From: Kevin Bates [s.47\(3\)@qtu.asn.au](mailto:s.47(3)@qtu.asn.au)
Sent: Tuesday, 3 March 2020 3:00 PM
To: COOK, Tony
Subject: RE: A special message from the Director-General to Principals - Coronavirus COVID-19

Follow Up Flag: Follow up
Flag Status: Completed
Categories: Stakeholders

Thanks Tony, much appreciated.

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | **F:** 07 3512 9050 | **M:** [s.47\(3\)\(b\) - Cont](mailto:s.47(3)(b) - Cont)
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From: COOK, Tony
Sent: Tuesday, 3 March 2020 2:39 PM
To: Kevin Bates
Subject: Fwd: A special message from the Director-General to Principals - Coronavirus COVID-19

For info

Tony

Begin forwarded message:

From: "OFFICEDG, Communication" <Communication.OFFICEDG@qed.qld.gov.au>
Date: 3 March 2020 at 2:36:44 pm AEST
To: "OFFICEDG, Communication" <Communication.OFFICEDG@qed.qld.gov.au>
Subject: A special message from the Director-General to Principals - Coronavirus COVID-19



Message from the Director-General

Dear Principals

I am writing to provide you with updated information about new travel restrictions in relation to novel coronavirus (also now referred to as COVID-19).

As you will be aware, the Australian Government has announced travel restrictions on foreigners coming to Australia from Iran.

What this means is that from 1 March, any Australian citizens and permanent residents who have travelled from Iran will be required to self-quarantine for a period of 14 days from the date they have departed from Iran. This is consistent with the ongoing travel restrictions in place for Australians citizens and permanent residents returning from mainland China.

In summary, the current advice is that students or staff cannot attend school or childcare if they have:

- left, or transited through mainland China in the last 14 days (they must isolate themselves for 14 days from leaving mainland China);
- left, or transited through Iran on or after 1 March (they must isolate themselves until 14 days after leaving Iran);
- been in close contact with a confirmed case of coronavirus in the last 14 days (they must isolate themselves for 14 days after the date of last contact with the confirmed case).

Queensland Health's advice remains that persons who have completed the self-quarantine period of 14 days and show no symptoms of illness are eligible to return to work or school.

If staff or students are unwell or shows symptoms of illness, they should see their doctor.

As part of this communique, I have also provided you with the attached letter to send to your school community, which reflects the Australian Government's updated travel advisory, for your consideration and use as appropriate.

Thank you again for all of the work that you and your staff have done to engage with families to ensure that we can support this significant public health effort.

The Department of Education is very well positioned to respond to the health issues associated with COVID-19. We have extensive planning in place and we will continue to work closely with and take the advice of health authorities within Queensland and nationally. I ask that you remain extra vigilant in your compliance with the ongoing health directives. If health advice regarding COVID-19 changes, the department will communicate these changes to you as a matter of urgency.

I also ask that your school continues to promote the importance of good hygiene to students and staff and to ensure that appropriate provisions of soap, hand wash, paper towels, etc. are

maintained during this period.

While there is no specific additional requirements for school cleaning, you should also assure yourself that that cleaning work is undertaken with health and hygiene as a focus. Some useful work practices that will help manage general school health and hygiene include:

- Using disposable cleaning cloths or regularly washing/changing micro-fibre cloths after use.
- Avoid re-using cloths across multiple surfaces.
- Using a general cleaner with a disinfectant.
- Using a diluted bleach solution on high touch point surfaces such as door handles, light switches, desks, toilets, taps and sinks etc. or where appropriate.
- Allowing rooms to be exposed to sunlight and be well ventilated.

For further information please refer to the [Queensland Health coronavirus](#) webpage for fact sheets in multiple languages and for answers to [Frequently Asked Questions \(FAQs\)](#).

Regards

This email was sent by Department of Education, Education House, 30 Mary Street, Brisbane, Australia 4000 to Communication.OFFICEDG@qed.qld.gov.au



Queensland Government

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Released under the RTI Act by DOE

SEELEY, Nick

From: Kevin Bates <s.47(3)@qtu.asn.au>
Sent: Thursday, 30 January 2020 9:53 AM
To: HUNT, Jeff
Cc: COOK, Tony; KELLY, Peter
Subject: Coronavirus 2019 - Questions coming to QTU - possible FAQs

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Stakeholders

Hi Jeff

Further to our telephone conversation this morning – the following is a recap of questions we are getting:

- Management of day 8 – we expect that students on approved leave being able to be counted as full enrolments – international full-fee paying students (likely to be the case for many Chinese nationals) are counted differently in any event
- The type of leave for people isolated under orders from CHO – likely to be special leave with pay (not confirmed yet)
- Arrangements for the children of home-stay families where a hosted Chinese student must be isolated – likely to be that no action is required
- What should a teacher who is not required to be isolated because of travel do where they have been teaching students who are now to be isolated? – likely to be no action required except where a student develops symptoms
- What are the expectations for people who transited through China or Hong Kong, how long is considered sufficient risk? – likely to be related to risk profile of activities undertaken, duty free shopping, eating in a restaurant etc
- What documentation is required to be produced to substantiate the reason for self-isolation?
- What arrangements are in place to support schools to continue to operate where staff absences impact capacity to cover classes?

I am also concerned that this will place pressure on schools around staff absence for other legitimate reasons such as illness not related to coronavirus. Experience tells me that we will get schools telling people that they can't be sick because they can't be covered. I think we need a categorical reinforcing statement from the Department about the importance of supporting everyone at this difficult time – principals supporting staff and regions supporting principals. We know the Department is good in times of crisis!

I also note the ongoing issues with flooding in the north will be presenting other challenges.

Thanks for all everyone is doing to respond to the rapidly changing situation.

Cheers

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: s.47(3)(b) - Cd
E: qtupresident@qtu.asn.au | W: www.qtu.asn.au

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PO Box 1750, Milton LPO Qld 4064



The QTU acknowledges the traditional custodians of the land on which we work and pay our respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.



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SEELEY, Nick

From: Kevin Bates <s.47(3)@qtu.asn.au>
Sent: Tuesday, 17 December 2019 10:07 AM
To: COOK, Tony
Subject: RE: A view of Canada's performance in PISA

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Stakeholders

Wow, that is interesting. Thanks for sharing, our potential to learn from Canada remains but...

Did you read the Trevor Cobbold piece today about PISA? Interesting but consistent with general issues being debated for some time. Dr Greg Thomson from QUT has collaborated on some very interesting research in this space as well.

Have a great Christmas if I don't speak with you in between times.

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: s.47(3)(b) - Cor
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From: COOK, Tony <Tony.COOK@qed.qld.gov.au>
Sent: Tuesday, 10 December 2019 6:50 AM
To: Kevin Bates <s.47(3)@qtu.asn.au>
Subject: A view of Canada's performance in PISA

Kev – thought you might be interested in this, particularly as Canada is often a comparison country for us in PISA.

Kevan Collins from the Education Endowment Foundation mentioned this article to me last week – A view on Canada's 2015 PISA performance which would likely apply to a number of countries – i.e. the school selection and student participation in PISA (or lack thereof) has a direct effect on PISA results (which we already know).

<https://www.ucl.ac.uk/ioe/news/2019/nov/pisa-education-ranking-naming-canada-superpower-misleading>

Tony

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SEELEY, Nick

From: Kevin Bates <s.47(3)@qtu.asn.au>
Sent: Tuesday, 10 December 2019 1:28 PM
To: COOK, Tony
Subject: RE: A view of Canada's performance in PISA

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Stakeholders

Thanks Tony

I will have a read in a quiet moment!

Kev

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: s.47(3)(b) - Cor
E: qtupresident@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064



The QTU acknowledges the traditional custodians of the land on which we work and pay our respects to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Indigenous Australia. We must always remember that under the concrete and asphalt, the land, sea, and waterways were, and always will be, traditional Indigenous land.



From: COOK, Tony <Tony.COOK@qed.qld.gov.au>
Sent: Tuesday, 10 December 2019 6:50 AM
To: Kevin Bates <s.47(3)@qtu.asn.au>
Subject: A view of Canada's performance in PISA

Kev – thought you might be interested in this, particularly as Canada is often a comparison country for us in PISA.

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<https://www.ucl.ac.uk/ioe/news/2019/nov/pisa-education-ranking-naming-canada-superpower-misleading>

Tony

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SEELEY, Nick

From: QTU Services <services@qtu.asn.au>
Sent: Monday, 28 October 2019 12:55 PM
To: COOK, Tony
Cc: QTU Records; QTU Services; VP Sec
Subject: Ltr to Director-General re QTU concerns with Data Literacy Framework
Attachments: Ltr to DG re QTU concerns with Data Literacy Framework.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

28.10 forwarded to MESU (SS) to take action - Lisa

Dear Mr Cook

Please find attached a letter from our General Secretary, Graham Moloney, regarding the above matter.

If you have any queries, please do not hesitate to contact our Vice-President, Cresta Richardson.

Regards.

Mandy

Mandy Howse | Coordinator – Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 |
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064



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The General Secretary, Queensland Teachers' Union
PO Box 1750, Milton LPO Q 4064
21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qlu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:Imm:mjh

25 October 2019

Mr Tony Cook PSM
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

E: tony.cook@qed.qld.gov.au

Dear ^{Tony}~~Mr Cook~~

Re: Queensland Teachers' Union (QTU) Concerns with Data Literacy Framework

The QTU writes to express its concerns at the Data Literacy Framework (DLF) Discussion paper and prompt materials that were provided to stakeholders, including the QTU, at the School Planning Reviewing and Reporting Framework (SPRRF) meeting.

Members of the QTU Executive considered the draft Data Literacy Framework at its meeting on 16 September and determined that it was not consistent with undertakings provided to the QTU in enterprise bargaining negotiations. The implementation of the DLF would not be supported in its current form because of the workload implications and will not be supported until such time as workload consequences are properly addressed.

The department should acknowledge that the *QTU/Department of Education joint statement on the Use and Purpose of Data in Queensland State Schools* takes precedence and we request that this document be jointly reviewed and amended to reflect the parties' agreed position on data literacy.

A data literacy framework should mirror current best practice in terms of the use and purpose of data schools, and not create additional workload for teachers and school leaders. The department should commit to review existing data practices in schools, with a view to determining best practice, with a commitment to workload reduction.

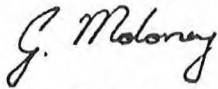
Student and teacher wellbeing can be enhanced when the number of formative assessments which result in data collection is minimised. Any new skills ultimately required by teachers to better evaluate and analyse data will require targeted and accessible professional development, preferably during school hours.

Teachers will need quality, centrally funded, professional development to help them to evaluate and unpack the data in a consistent way, but firstly, the department must ensure that all schools have in place school data plans, which have been the subject of genuine consultation with teachers, heads of program and school leaders.

Senior officers of the QTU have continued to meet with key department officials to further discuss concerns around the current form of the Data Literacy Framework, however, the QTU formally requests that the DLF be referred to the Workload Advisory Council for further consideration.

Please contact Cresta Richardson, the QTU's Vice-President, on 3512 9000, for further information,

Yours sincerely

A handwritten signature in black ink, appearing to read 'G. Moloney', written in a cursive style.

Graham Moloney
General Secretary

SEELEY, Nick

From: Lorraine J. Johnston <s.j@qtu.asn.au> on behalf of QTU Services <services@qtu.asn.au>
Sent: Monday, 21 October 2019 2:56 PM
To: COOK, Tony
Cc: QTU Services; QTU Records
Subject: ACTU First Nations Workplace Leaders five day leadership development program
Attachments: Ltr to DG re ACTU First Nations Workplace Leaders Program 21 October 2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

21.10 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached correspondence regarding the above program.

Yours sincerely

Lorraine Johnston | Administration Officer - Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: research@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

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21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: ko:lj

21 October 2019

Mr Tony Cook PSM
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

E: tony.cook@qed.qld.gov.au

Dear Mr Cook

Re: ACTU First Nations Workplace Leaders Development Program

I write to request paid leave for five participants in the ACTU First Nations Workplace Leaders five-day leadership development program. The special week-long program is focussed on further developing union representatives' confidence and capacity to lead and represent First Nation workers. The program will be held from 25-29 November in Brisbane.

The ACTU program is offered from time to time, to mentor Aboriginal and/or Torres Strait Islander unionists to grow their knowledge and skills as workplace representatives, particularly in relation to supporting Aboriginal and/or Torres Strait Islander leadership within their workplaces and within their unions.

The QTU has selected the following teachers to attend this course in Brisbane:

s.47(3)(b) - Contrary to Public Interest

In line with payroll custom and practice, the Department is requested to continue paying the usual fortnightly salary of the five participants recognising that the week from the 25-29 is approved paid leave.

The QTU will meet all expenses for participants in relation to accommodation, meals and transport for the duration of the course.

I look forward to your favourable consideration of our request.

Yours sincerely

Kevina O'Neill
Assistant Secretary - Services

SEELEY, Nick

From: Julia McCabe <s.47(3)(b)@qtu.asn.au> on behalf of Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Tuesday, 25 February 2020 2:54 PM
To: COOK, Tony
Subject: Request for paid leave to attend Labor Notes Conference
Attachments: DOC250220-25022020145128.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

25.2.20 forwarded to MESU (CS) to take action - Lisa

Dear Tony

Please find attached correspondence from Mr Moloney regarding the request for paid leave for members to attend the Labor Notes Conference in April 2020.

Regards

Julia McCabe | Administration Officer to General Secretary
Queensland Teachers' Union
T: 07 3512 9051 | F: 07 3512 9050
E: jmccabe@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

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Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:jcm 2020 Labor Notes Conference

25 February 2020

Mr Tony Cook
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

Tony
Dear Mr Cook

Re: Paid leave request for s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) to attend the 2020 Labor Notes Conference

I am writing to seek approval for paid leave for s.47(3)(b) - Contrary to Public Interest employee number s.47(3)(b) - Contrary to Public Interest (employee number s.47(3)(b) - Contrary to Public Interest (employee number s.47(3)(b) - Contrary to Public Interest (employee number s.47(3)(b) to attend the Labor Notes Conference being held in Chicago, USA from 17 to 22 April 2020.

As on previous occasions, I request that three days leave with pay (20,21,22 April) be granted to s.47(3)(b) - Contrary to Public Interest pursuant to clause 33(d) of the Teaching in State Education Award – State 2016 to facilitate their attendance to the conference. All other costs will be paid by the Queensland Teachers' Union.

Labor Notes is a non-profit organisation and network for rank-and-file union members and grassroots labour activists. Every two years, Labor Notes holds a national conference that attracts over a thousand union members and leaders from across the United States, Canada, Mexico, and abroad. The purpose of these conferences is to help activists build networks based on common issues. The standing of the conference is such that the QTU is investing in sending these four members (employees) together with a Union officer to attend the conference.

The conference will also offer over 200 meetings and workshops throughout the week on topics such as creative organising tactics, beating apathy, winning contract campaigns, bargaining over technology and understanding the economy.

Please contact me should you have any queries or require further information.

Yours sincerely

G. Moloney
Graham Moloney
General Secretary

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Wednesday, 19 February 2020 12:32 PM
To: COOK, Tony
Cc: COGHLAN, Dion; WRIGHT, Leanne; s.47(3)(b) - Contrary to Zeb Sugden
Subject: QTU Letter to Director General - s.47(3)(b) - Contrary to Pu School
Attachments: Letter to DG s.47(3)(b) - Contrary to Pu School - 190220.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

19.2.20 forwarded to MESU (CS) to take action - Lisa

Good afternoon

Please see attached correspondence regarding s.47(3)(b) - Contrary to Public School.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: **s.47(3)(b) - Contrary to P** School - recruitment

19 February 2020

Mr. Tony Cook
Director-General
Department of Education and Training
PO Box 15033
CITY EAST QLD 4002

Email: Tony.Cook@qed.qld.gov.au

Dear Mr. *Tony* Cook

Re: Recruitment and Selection process for **s.47(3)(b) - Contrary to P** School

Thank you for the correspondence from Acting Director General Sharon Schimming regarding the recruitment and selection process at **s.47(3)(b) - Contrary to P** School.

I wish to request that you review the decision of the Acting Director General given the failure of the department to clarify with the panel the processes that were adopted when considering **s.47(3)(b) - relocation**.

As stated by the Acting Director General **s.47(3)(b)** skill set is not questioned by the decision, however, the Acting Director General indicates a perceived conflict of interest given the composition of the panel and the referee report provided by **s.47(3)(b) - Contrary to P**.

In discussing the process with the QTU nominee on the panel I was able to ascertain the following:

As principal of the school, **s.47(3)(b) - C** declared a conflict of interest and removed himself from the panel. It is practice for a school to have a panel member when appointing Heads of Program or Deputy Principal positions and consequently the Deputy Principal of the school was this panel member. As this process was applied to a relocation it was important that the school have a member on the panel to enable a consideration of not only the skills of the applicant but the "fit" of the applicant for the position.

- The panel were aware of the **s.47(3)** relationship between **s.47(3)(b)** and the principal of **s.47(3)(b) - Contrary to P** School. They were also aware that the reason for the provision of the referee report by the principal was in line with departmental procedures. The departments Recruitment and Selection Standards of Practice explicitly states that 'Referee checking is not a selection tool' but is instead a 'validation tool to verify candidate claims'. The panel did not consider the referee report provided by the Principal of **s.47(3)(b) - Contrary to P** School as they were aware of the conflict of interest. This is in line with departmental and Public Service practices where referee reports are only one element of the process and for a process to be satisfactory it must have two key elements. The elements that the panel determined to access at this time was the application and the interview. The third element of a referee report was not necessary in this

circumstance however a second referee contact was provided and had the panel deemed it necessary to utilise this tool.

- The panel declared their knowledge of the applicant in accordance with Departmental and Public Service processes.
- The panel sought advice from Regional HR on the appropriate processes to follow given the s.47(3) relationship between the Principal and s.47(3)(b).


The correspondence forwarded by the department on 24 December 2019 implies that the panel acted inappropriately in undertaking their duties and to some extent questions their professionalism. I am aware that the panel are offended by this implication.

That being said, it would appear that s.47(3)(b) is being treated unfairly given the processes that the department believe were undertaken by the panel. This should not be the case. As stated in the letter from the Acting Director General, s.47(3)(b) professional skills are not being questioned. She appears to be a victim of circumstance based on a perception of the Regional Director regarding the relocation process.

It also appears that s.47(3)(b) is being disadvantaged given her s.47(3) relationship with the Principal of s.47(3)(b) - Contrary to P School. A recruitment and selection process cannot discriminate against someone based on their s.47(3)(b) - Co

I would request your consideration of this issue as a matter of priority as the QTU has been aware that the Region intends to advertise the position through smartjobs and convene a different panel in the coming days. We would ask that while you consider the information outlined above the advertising of the role is delayed. We would request that you review the decision of Acting Director General, Sharon Schimming. If this is not possible then the QTU will consider further steps to ensure that s.47(3)(b) application is treated fairly.

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Dion Coghlan – Assistant Director-General of Education, HR
Leanne Wright – Regional Director, Darling Downs South West
Zeb Sugden, QTU South Queensland Organiser

SEELEY, Nick

From: Kevin Bates [s.47\(3\)\(b\)@qtu.asn.au](mailto:s.47(3)(b)@qtu.asn.au)
Sent: Tuesday, 29 October 2019 9:59 AM
To: COOK, Tony; KELLY, Peter
Cc: REYNOLDS, Paul
Subject: FW: 7 Sunrise Request
Attachments: Oct 28 19 - Heatley SS incident.docx

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Stakeholders

Colleagues

Just some timely, gratuitous feedback on this statement from yesterday, one of the issues the QTU has is the lack of visibility on the issue of impact on school staff.

In our view, the statement misses the mark by referring to "threatens the safety and wellbeing of students and others". It is alleged that a teacher was stabbed and students were threatened, I am advised that other staff members, including the Principal, were involved in attempting to de-escalate the situation, potentially placing them at risk as well: all deserve to be acknowledged in such public statements.

Something as simple as "threatens the wellbeing of students and staff" would have made a big difference.

If we are collectively going to raise this issue to the necessary level in the public consciousness we have to specifically call out school staff and their right to be safe and healthy at work.

The messaging in outward facing communications is an issue we will need to address through the round table and symposium.

Cheers

Kevin

Kevin Bates | President
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 | M: [s.47\(3\)\(b\) - C](mailto:s.47(3)(b)@qtu.asn.au)
E: qtupresident@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064





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From: Queensland Teachers' Union <qtu@qtu.asn.au>

Sent: Monday, 28 October 2019 4:50 PM

To: Kevin Bates <s.47(3)(b)@qtu.asn.au>

Cc: Cresta Richardson <s.47(3)(b) - C@qtu.asn.au>; papres <papres@qtu.asn.au>; VP Sec <vpsec@qtu.asn.au>; Nicole Mathieson <s.47(3)(b) - C@qtu.asn.au>

Subject: FW: 7 Sunrise Request

From: De Jesus, Gloria Marie <s.47(3)(b)@seven.com.au>

Sent: Monday, 28 October 2019 4:49 PM

To: Queensland Teachers' Union <qtu@qtu.asn.au>

Subject: RE: 7 Sunrise Request

Hello Kevin,

Thank you for coming on the program tomorrow morning.

Please be at the Brisbane studio at 6.30am.

Contact there is: Neil Hardisty <s.47(3)(b) - C@qtu.asn.au>

Attached is the statement from the school/ education department.

Thank you

Gloria

From: De Jesus, Gloria Marie

Sent: Monday, 28 October 2019 10:59 AM

To: qtu@qtu.asn.au

Cc: Kostas, Jasmine <s.47(3)(b)@Seven.com.au>

Subject: 7 Sunrise Request

Hello

I'm a producer at 7's Sunrise. We are following a story about a teacher from Heatley Primary School who was injured and taken to hospital today.

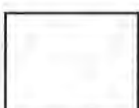
Is someone from QTU available for an interview on Sunrise tomorrow morning to tell us what happened and how the teacher is doing? We would like to do this at 6.45am Qld time.

Looking forward to hearing from you,

Gloria

Gloria Marie de Jesus

Producer | Sunrise



Seven Network (Operations) Limited
50 Hasler Rd, Osborne Park WA 6017 | Perth Western Australia
Phone: 08 9344 0817 Mobile <s.47(3)(b) - C@qtu.asn.au>

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Media statement

28 October 2019

Heatley State School incident

The following may be attributed to a spokesperson for the Department of Education:

Heatley State School is committed to providing a safe, respectful and disciplined learning environment. Any situation that threatens the safety and wellbeing of students or others in the school community is treated extremely seriously, and dealt with as a matter of priority. Violence in any form is not tolerated in Queensland state schools.

The Department of Education is aware of an incident at Heatley State School in which a teacher was injured.

The school initiated a lockdown procedure and contacted the Queensland Police Service and Queensland Ambulance Service immediately.

No further information can be provided on this incident as it is currently under police investigation.

Released under the RTI Act by DoE

SEELEY, Nick

From: Meagan Duran <s.47(3)@qtu.asn.au>
Sent: Monday, 10 February 2020 10:29 AM
To: COOK, Tony
Subject: 2020 AEU Federal Conference - IRE Leave request
Attachments: AEU Conference IR Leave request_7 Feb 2020.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

10/2/20 - Corro registered in Trim and sent to HR for a response - Kira

Good morning

Please see attached correspondence regarding requests for IRE Leave for a delegation of members to attend AEU Federal Conference in Melbourne in February 2020.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: AEU 2020 Conference IR Leave

07 February 2020

Mr Tony Cook
Director-General
Department of Education and Training
PO Box 15033
CITY EAST QLD 4002

Dear Mr Cook

Re: Application for Industrial Relation Education Leave for delegates to the AEU
Federal Conference on Friday 21 February 2020.

I write to request that the below members be approved Industrial Relations Education
Leave in order that they fulfil their responsibilities as a delegate and attend the AEU
Annual Federal Conference in Melbourne, Victoria.

s.47(3)(b) - Contrary to Public Interest	3 days leave
	1 day leave
	1 day leave
	1 day leave
	1 day leave
	1 day leave
	3 days leave
	1.5 days leave
	1 day leave
	1 day leave
	1 day leave
	1 day leave

Please contact me should you have any queries.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

SEELEY, Nick

From: QTU Services <services@qtu.asn.au>
Sent: Tuesday, 5 November 2019 11:25 AM
To: COOK, Tony
Cc: Queensland Teachers' Union; QTU Services
Subject: Letter to Mr Tony Cook re Instrumental music teachers/ instructors work-to-rule
Attachments: Ltr to Tony Cook re work-to-rule 5.11.2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

5.11 forwarded to MESU (CS) to take action - Lisa

Dear Sir

Find attached, correspondence from the QTU General Secretary, Graham Moloney regarding the above subject.

A hard copy will follow in the post.

Regards

Annette Allen | Administration Officer – Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES

Address all correspondence to:

The General Secretary, Queensland Teachers' Union

PO Box 1750, Milton LPO Q 4064

21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:cw:aa

5 November 2019

Mr Tony Cook
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

E: tony.cook@qed.qld.gov.au

Tony
Dear ~~Mr Cook~~

RE: Instrumental music teachers/ instructors work-to-rule

The Queensland Teachers Union of Employees (QTU) acknowledges receipt of correspondence from Mr Jeff Hunt, Deputy Director-General, to Ms Kate Ruttiman, Deputy General Secretary, dated 2 October 2019. In his letter, Mr Hunt proposed terms that were to settle the matter of the instrumental music teachers/instructors' work-to-rule directive.

Following receipt of Mr Hunt's letter, the QTU conducted a ballot of members who are employed as instrumental music teachers/instructors that asked the question, "Do you support lifting the work-to-rule directive?" The ballot was conducted in the period 21 – 28 October 2019. The participation rate was 72 per cent and at the close of the ballot 69 per cent of eligible votes cast voted "yes."

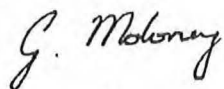
I am advised that officers of the QTU have already provided advice of the ballot outcome to officers of the Department of Education. I can also advise that QTU State Council received a report on the ballot at its meeting on 2 November 2019, and Council endorsed the ballot.

The QTU is in the process of preparing information to relevant members including instrumental music teachers/instructors and base school principals. This information will reaffirm the working conditions of instrumental music teachers/instructors, as per Mr Hunt's letter.

The QTU recognises Queensland's instrumental music program is unique and we celebrate the work of our members who are delivering great state school programs throughout Queensland. QTU officers will continue to work with officers of the department to develop an instrumental music joint communique and I am advised that the state-wide Instrumental Music Reference Committee, that includes employer and employee representation will monitor the implementation of the Department of Education's actions and commitments, listed in Mr Hunt's letter.

The QTU is committed to consultation with the Department of Education on matters related to instrumental music and resolving workload and work intensification of instrumental music teachers/instructors. I can advise that Craig Wood is the QTU officer with responsibility for instrumental music. Mr Wood can be contacted via email at services@qtu.asn.au or in the QTU's Milton Office on (07) 3512 9000.

Yours sincerely



Graham Moloney
General Secretary

Released under the RTI Act by DOE

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Friday, 29 November 2019 8:25 AM
To: COOK, Tony
Cc: COGHLAN, Dion; NORFOLK, John; QTU Springwood Office
Subject: QTU Directive - Cleveland District SHS
Attachments: Cleveland District SHS_Global Climate Strike directive_DoE_28 November 2019.pdf;
Cleveland District SHS_Global Climate Strike directive_UR_28 November 2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

29.11 forwarded to MESU (CS) to take action - Lisa

Good morning

Please see attached QTU issued directive.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Ph: (07) 3512 9000 • Fax: (07) 3512 9050

Email: qtu@qtu.asn.au • Website: www.qtu.asn.au

ABN: 62 408 519 861

kjr:mkd: workplace directive – Cleveland District SHS Global Climate Strike
2019

28 November 2019

Mr. Tony Cook
Director-General
Department of Education and Training

By email: Tony.Cook@qed.qld.gov.au

Dear Mr. Cook

Re: Workplace directives – Cleveland District State High School – Global Climate Strike

I wish to advise that a self-selected group of QTU members from Cleveland District SHS has been issued with a directive to stop work from noon on Friday 29 November 2019 to attend the global climate strike action occurring on this day.

Consequently, the following directive has been issued to members:

THAT self-selected QTU members at Cleveland District SHS are hereby directed to walk off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

Please don't hesitate to contact me, if required.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Dion Coghlan – Assistant Director-General of Education, HR
John Norfolk – Regional Director, South East
Kelly Creedon, QTU Redlands/Logan Organiser



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Email: qtu@qtu.asn.au • Website: www.qtu.asn.au

ABN: 62 408 519 861

kjr:mkd: workplace directive – Cleveland District SHS

28 November 2019

s.47(3)(b) - Contrary to Public Interest

QTU Union Representative
Cleveland District State High School

Sent via email

Dear s.47(3)(b) - Contrary to Pu

Re: Request to participate in the Global Climate Strike on 29 November – Cleveland District State High School (CDSHS)

At a meeting of members at Cleveland District SHS the following resolutions were carried:

1. THAT QTU members at the Cleveland District SHS support urgent and far-reaching actions by the Australian Governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at the Cleveland District SHS express their support for the students right to participate in the global climate strike.
3. THAT the QTU issue a directive for self-selected QTU members of Cleveland District SHS to walk-off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike.

In accordance with the request of members Senior Officers have issued the following directive:

THAT self-selected QTU members at Cleveland District SHS are hereby directed to walk off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

QTU members who participate in the walk-off at noon on Friday 29 November need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.



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OF EMPLOYEES

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The General Secretary, Queensland Teachers' Union

PO Box 1750, Milton LPO Qld 4064 • 21 Graham St, Milton, Qld 4064

Ph: (07) 3512 9000 • Fax: (07) 3512 9050

Email: qtu@qtu.asn.au • Website: www.qtu.asn.au

ABN: 62 408 519 861

If you have other questions regarding the action, please contact the QTU via email qtu@qtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Kelly Creedon, QTU Redlands/Logan Organiser
Leonard McKeown – Cleveland District State High School Principal

Released under the RTI Act by DOE

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Thursday, 28 November 2019 11:37 AM
To: COOK, Tony
Cc: KENWORTHY, Helen; COGHLAN, Dion
Subject: QTU Directive - Queensland Academy of Creative Industries
Attachments: QACI_Global Climate Strike directive_UReps_28 November 2019.pdf; QACI Global Climate Strike directive_DoE_28 November 2019.docx.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

28.11 forwarded to MESU (CS) to take action - Lisa

Good morning

Please see attached correspondence in relation to a QTU directive.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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ABN: 62 408 519 861

kjr:mkd: workplace directive – QACI

28 November 2019

s.47(3)(b) - Contra

QTU Union Representative

Queensland Academies Creative Industries

Sent via email

Dear s.47(3)(

Re: Request to participate in the Global Climate Strike on 29 November Queensland Academies Creative Industries Campus (QACI)

At a meeting of members at QACI the following resolutions were carried:

1. THAT QTU members at the Queensland Academies Creative Industries Campus support urgent and far-reaching actions by the Australian Governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at the Queensland Academies Creative Industries Campus express their support for the students right to participate in the global climate strike.
3. THAT QTU members at Queensland Academies Creative Industries Campus host a workplace lunch time information session for staff to share information about 29 November #Thisisclimatechange strike and how the climate crisis impacts upon us.
4. THAT QTU members at the Queensland Academies Creative Industries Campus request that the QTU issue a directive for QTU members of Queensland Academies Creative Industries Campus to walk-off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike.

In accordance with the request of members Senior Officers have issued the following directive:

THAT QTU members at Queensland Academies Creative Industries are hereby directed to walk off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

QTU members who participate in the walk-off at noon on Friday 29 November need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.



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Address all correspondence to:

The General Secretary, Queensland Teachers' Union

PO Box 1750, Milton LPO Qld 4064 • 21 Graham St, Milton, Qld 4064

Ph: (07) 3512 9000 • Fax: (07) 3512 9050

Email: qtu@qtu.asn.au • Website: www.qtu.asn.au

ABN: 62 408 519 861

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.

If you have other questions regarding the action, please contact the QTU via email qtu@qtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely

Kate Ruttiman

Deputy General Secretary

cc: Natalie Clarke, QTU Metropolitan Central Organiser
Gavin Bryce, Queensland Academy for Creative Industries Principal

Released under the RTI Act by Document 201066-156



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ABN: 62 408 519 861

kjr:mkd: workplace directive – QACI Global Climate Strike 2019

28 November 2019

Mr. Tony Cook
Director-General
Department of Education and Training

By email: Tony.Cook@qed.qld.gov.au

Dear Tony

Re: Workplace directives – Queensland Academies Creative Industries – Global Climate Strike

I wish to advise that a self-selected group of QTU members from Queensland Academies Creative Industries has been issued with a directive to stop work from noon on Friday 29 November 2019 to attend the global climate strike action occurring on this day.

Consequently, the following directive has been issued to members:

THAT QTU members at Queensland Academies Creative Industries are hereby directed to walk off the job at 12 noon on Friday 29 November 2019 to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

Please don't hesitate to contact me, if required.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Dion Coghlan – Assistant Director-General of Education, HR
Helen Kenworthy – Regional Director, Metropolitan
Natalie Clarke, QTU Metropolitan North Organiser

SEELEY, Nick

From: Lorraine J. Johnston <[REDACTED]@qtu.asn.au> on behalf of QTU Services
<services@qtu.asn.au>
Sent: Wednesday, 2 October 2019 4:39 PM
To: COOK, Tony
Cc: QTU Records; QTU Services
Subject: [REDACTED] s.47(3)(b) - Contrary to Pub
Attachments: [REDACTED] s.47(3)(b) - Contr - Ltr to DG re remuneration 2.10.19.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

2.10 forwarded to MESU (CS) to take action - Lisa

Dear Mr Cook

Please find attached correspondence from Kate Ruttiman, QTU Deputy General Secretary regarding [REDACTED] s.47(3)(b) - [REDACTED] s.47(3)(b)

Regards

Lorraine Johnston | Administration Officer - Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: research@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

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21 Graham Street, Milton Q 4064

Ph: 07 3512 9000 • Fax: 07 3512 9050

Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kr:pb:lj s.47(3)(b) -

26 September 2019

Mr Tony Cook PSM
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

E: tony.cook@ged.qld.gov.au

Dear Mr Cook

Re: s.47(3)(b) - Contrary to Public

I am writing to you with regard to the remuneration of s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest

As you are aware, as well as being the current s.47(3)(b) - Contrary to is an employee of the Queensland Department of Education. With the classification restructure now complete, s.47(3)(b) is hoping that the department will consider increasing his remuneration to reflect the added complexity of his role as the s.47(3)(b) - Contrary to Public Interest
s.47(3)(b) - Contrary to Public Interest

s.47(3)(b) was principal of s.47(3)(b) - Contrary to Publ which was remunerated at ST3 Pay point 73, and has continued to be remunerated at this level, both while s.47(3)(b) - Contrary to Publi
s.47(3)(b) - Contrary to Public interest Currently, Queensland funds 0.6 of his salary and the Commonwealth funds 0.4.

The Queensland Teachers' Union (QTU) is asking that Queensland's 0.6 be paid at PR 9 level under the new classification structure. Operating at a national level requires s.47(3)(b) to work across many jurisdictions, deal with an increased level of political complexity and serve a much s.47(3)(b) - Contrary to Public Inte We also feel that the presence of a Queenslander in this role reflects positively on our state and provides significant influence at a national level.

If you need further information with regards to this request, I can be contacted on 3512 9000 or qtu@qtu.asn.au

Yours sincerely

Kate Ruttiman
Deputy General Secretary

SEELEY, Nick

From: QTU Services <services@qtu.asn.au>
Sent: Tuesday, 10 September 2019 10:36 AM
To: COOK, Tony
Cc: QTU Records; QTU Services
Subject: Independent Students in State Schools Procedure
Attachments: ltr to Tony Cook re Independent Students in State Schools procedure.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

10.9 forwarded to MESU (SS) to take action – Lisa

Dear Tony

Please find attached a letter from our General Secretary, Graham Moloney, in connection with the above matter.

If you have any queries, please do not hesitate to contact our Research Officer, Louise Loriaux.

Regards.

Mandy

Mandy Howse | Coordinator - Research Services
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050 |
E: services@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton LPO Qld 4064



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PO Box 1750, Milton LPO Q 4064
21 Graham Street, Milton Q 4064
Ph: 07 3512 9000 • Fax: 07 3512 9050
Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: gjm:ll:tw

9 September 2019

Mr Tony Cook PSM
Director-General
Department of Education
PO Box 15033
CITY EAST QLD 4002

E: tony.cook@qed.qld.gov.au

Tony
Dear ~~Mr Cook~~

RE: Independent Students in State Schools Procedure

I am writing to you with regards to the draft "Independent Students in State Schools Procedure" and the Queensland Teachers' Union's genuine concern with regard to its development and potential impact for our members.

The Queensland Teachers' Union (QTU) met with the department on Monday 29 July 2019 to discuss this procedure. Based on discussions at this meeting, QTU Executive has made the following recommendation:

That Executive condemn the department for failing to give full weight to the range of potential liabilities that may arise for principals as a result of Independent Students in State Schools Procedure, as outlined in the advice provided by the QTU to the department.

Consequently, the QTU requests the following as actions from the department:

- that the advice as provided by the QTU be genuinely considered and reflected in the further development draft Independent Students in State Schools Procedure; and
- that the development of the "capacity assessment" as a structured process be subject to QTU consultation.

A range of factors have contributed to this being the QTU's current position on this matter. At the meeting on Monday 29 July 2019, the QTU enquired regarding the legalities surrounding a student declaring themselves independent, particularly in terms of the age of a student requesting independence and what impact this might have on the external agency support available, and thus duty of care responsibilities for schools. The answers provided by the department did not clarify definitively whether the age of a student requesting to be independent might raise a range of duty of care complexities, with a flow on effect of potential liability for principals.

During the meeting, the department referenced a "capacity assessment" as the means by which a principal would determine a student "eligible" or "appropriate" to be recognised as independent. This capacity assessment is also referred to in the draft Independent Students in State Schools Procedure document. It was assumed by the QTU that, given the use of terminology and language, this "capacity assessment" would exist as a type of tool and/or structured process for principals to follow when determining a student's request for independent status. This was not the case – there is no such process, structure, tool or intended training for principals; rather the capacity assessment referred to currently exists more as a nebulous concept, relying solely on a principal's professional judgment. The QTU highlighted this as a serious concern. The Union outlined that the development of a clear process and structure could help mitigate factors associated with liability, and would be a way to support principals. The department committed to exploring the development of such a tool, and providing a draft for future consultation with the QTU.

Since the department initially sought to engage in consultation with the QTU, the Union has routinely expressed that assigning principals as the officers with responsibility for determining the independent status of a student has the potential to bring about considerable issues of liability. Common sense would suggest that, by naming the principal as the responsible officer, this change in policy and the Independent Students in State Schools Procedure will inherently result in considerable liability for principals, as has been outlined in the QTU's feedback. At the meeting on Monday 29 July 2019, the QTU raised that this change in procedure and naming principals as the officer responsible may also result in triggers for occupational violence against principals.

The QTU also questioned the department regarding what strategies would be in place to support principals in the roll-out and implementation of this new Independent Students in State Schools Procedure.

If you wish to discuss this matter further, I invite you to contact Louise Loriaux, Research Officer, either on 3512 9000 or services@qtu.asn.au.

Yours sincerely



Graham Moloney
General Secretary

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Monday, 17 February 2020 2:53 PM
To: COOK, Tony
Subject: Request for IRE Leave - s.47(3)(b) - C
Attachments: AEU Conference IR Leave request_17 Feb 2020.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

17.2.20 forwarded to MESU (CS) to take action - Lisa

Good afternoon

Please see attached request for an additional day (total 2 days) of IRE leave for s.47(3)(b) - C to attend AEU Federal Conference in Melbourne.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Ph: (07) 3512 9000 • Fax: (07) 3512 9050

Email: qtu@qtu.asn.au • Website: www.qtu.asn.au

ABN: 62 408 519 861

kjr:mkd: AEU 2020 Conference IR Leave

17 February 2020

Mr Tony Cook
Director-General
Department of Education and Training
PO Box 15033
CITY EAST QLD 4002

Dear Mr Cook

Re: Application for Industrial Relation Education Leave for delegates to the AEU Federal Conference on Friday 21 February 2020.

Further to the letter sent on 07 February 2020, I write to request that the below member s.47 s.47(3)(b) be approved for an additional day of Industrial Relations Education Leave in order that they fulfil their responsibilities as a delegate and attend the AEU Annual Federal Conference in Melbourne, Victoria.

<u>s.47(3)(b) - Contrary to Public</u>	2 days leave
--	--------------

Please contact me should you have any queries.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Thursday, 17 October 2019 4:33 PM
To: COOK, Tony
Cc: QTU Records; Judy Stoddart
Subject: Application for IRE Leave s.47(3)(b) - Co
Attachments: s.47(3)(b) - C IRE leave 2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Actioned

17.10 forwarded to MESU (CS) to take action - Lisa

Good afternoon

Please see attached correspondence regarding an application for IRE leave for s.47(3)(b) - Contrary to

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Ruttiman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au
ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:jms: s.47(3)(b) -

17 October 2019

Mr Tony Cook
Director-General
Department of Education and Training
PO Box 15033
CITY EAST QLD 4002

Dear Tony

Re: Application for Industrial Relations Education Leave for s.47(3)(b) - Contrary to Pub

I write to request that s.47(3)(b) - Contrary to Public Interest, who is
a teacher at s.47(3)(b) - Contrary State School, be approved two further days of
Industrial Relations Education leave on Monday, 25 November and Tuesday, 26
November to fulfil her obligations as a member of the QTU Executive.

Please contact me should you have any queries.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Tuesday, 17 September 2019 2:25 PM
To: COOK, Tony
Cc: COGHLAN, Dion; MILLER, David; KENWORTHY, Helen; NORFOLK, John; Natalie Meyer; Natalie Clarke; Ben Vercoe; Jodie McFadden; QTU Organisers; QTU Gold Coast Office
Subject: QTU Directive - Global Climate Strike
Attachments: Global Climate Strike directive_DoE_17 September 2019.pdf; Rochedale SHS_Global Climate Strike directive_UReps_17 September 2019.pdf; Tallebudgera OEEC_Global Climate Strike directive_UReps_17 September 2019.pdf; Brisbane SDE_Global Climate Strike directive_UReps_17 September 2019.pdf; Centenary SHS_Global Climate Strike directive_UReps_17 September 2019.pdf; Kedron State High School_Global Climate Strike directive_UReps_17 September 2019.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Information

Good afternoon

Please see attached directives issued to the following schools regarding the Global Climate Strike on Friday 20 September 2019:

- Kedron SHS
- Tallebudgera OEEC
- Centenary SHS
- Brisbane School of Distance Education
- Rochedale SHS

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Rutlliman
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064



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QUEENSLAND
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OF EMPLOYEES

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Email: qtu@qtu.asn.au • Web: www.qtu.asn.au

ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directives – Global Climate Strike 2019

17 September 2019

Tony Cook
Director-General
Department of Education and Training

By email: Tony.Cook@qed.qld.gov.au

Dear Tony

Re: Workplace directives – Global Climate Strike

A self-selected group of QTU members at the following schools have been issued with a directive to stop work from noon on Friday 20 September to attend the global climate strike action occurring on this day:

- Kedron SHS
- Tallebudgera OEEC
- Centenary SHS
- Brisbane School of Distance Education
- Rochedale SHS

Consequently, the following directive has been issued to members:

THAT self-selected QTU members at the above listed schools are hereby directed to stop work from noon on Friday 20 September to attend the global climate strike and show their support and solidarity with all Queensland school students.

Please don't hesitate to contact me, if required.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Dion Coghlan – Assistant Director-General of Education, HR
David Miller – Executive Director, Integrity and Employee Relations
Helen Kenworthy – Regional Director, Metropolitan
John Norfolk – Regional Director, South East
Natalie Clarke, QTU Metropolitan Central Organiser
Natalie Meyer, QTU Metropolitan Central Organiser
Jodie McFadden, QTU Gold Coast Organiser
Ben Vercoe, QTU Metropolitan South Organiser



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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – Rochedale SHS

17 September 2019

s.47(3)(b) - Contrary to Public Interest

QTU Union Representatives
Rochedale SHS
Sent via email

Dear s.47(3)(b) - Contrary to Public Interest

Re: Request to participate in the Global Climate Strike on 20 September Rochedale SHS

At a meeting of members from Rochedale SHS the following resolutions were carried:

1. THAT QTU members at Rochedale SHS support urgent and far-reaching actions by Australian governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at Rochedale SHS express their support for students participating in the global climate strike, a practical exercise of the active and informed citizenship for which students are educated.
3. THAT QTU members at Rochedale SHS request that the QTU issue a directive for self-selected QTU members of Rochedale SHS to walk-off the job at 12 noon on Friday 20 September to enable participation in the global climate strike.

In accordance with the request of members Senior Officers have issued the following directive:

THAT self-selected QTU members at Rochedale SHS are hereby directed to walk off the job at 12 noon on Friday 20 September to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

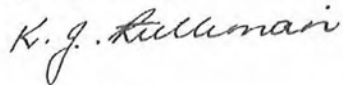
QTU members who participate in the walk-off at noon on Friday 20 September need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.

If you have other questions regarding the action, please contact the QTU via email qtu@qtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Ben Vercoe, QTU Metropolitan South Organiser
Elena Itsikson, Rochedale SHS Principal

Released under the RTI Act by DOE



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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – Tallebudgera OEEC

17 September 2019

s.47(3)(b) - Contr

QTU Union Representative

Tallebudgera Outdoor and Environmental Education Centre

Sent via email

Dear s.47(3)(

Re: Request to participate in the Global Climate Strike on 20 September Tallebudgera Outdoor and Environmental Education Centre

At a meeting of members at Tallebudgera OEEC the following resolutions were carried:

1. THAT QTU members at Tallebudgera OEEC support urgent and far-reaching actions by Australian governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at Tallebudgera OEEC express their support for students participating in the global climate strike, a practical exercise of the active and informed citizenship for which students are educated.
3. THAT QTU members at Tallebudgera OEEC request that the QTU issue a directive for self-selected QTU members of Tallebudgera OEEC to walk-off the job at 12 noon on Friday 20 September to enable participation in the global climate strike.
4. THAT QTU members host a workplace morning / afternoon tea to share information about the September 20 #ClimateStrike and how the climate crisis impacts upon us.

In accordance with the request of members Senior Officers have issued the following directive:

THAT self-selected QTU members at Tallebudgera OEEC are hereby directed to walk off the job at 12 noon on Friday 20 September to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

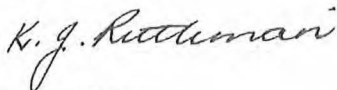
QTU members who participate in the walk-off at noon on Friday 20 September need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.

If you have other questions regarding the action, please contact the QTU via email gtu@gtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Jodie McFadden, QTU Gold Coast Organiser
Mark Cridland, Tallebudgera Outdoor and Environmental Education Centre Principal

Released under the RTI Act by DOE

SEELEY, Nick

From: Queensland Teachers' Union <qtu@qtu.asn.au>
Sent: Thursday, 19 September 2019 3:58 PM
To: COOK, Tony
Cc: COGHLAN, Dion; MILLER, David; KENWORTHY, Helen; FREDERICKS, Kim; QTU Organisers; QTU Springwood Office; Lin Esders; Natalie Meyer; Dan Coxen; Ben Vercoe
Subject: QTU Directive - Global Climate Strike
Attachments: Global Climate Strike directive_DoE_19 September 2019.docx.pdf
Follow Up Flag: Follow up
Flag Status: Completed
Categories: Stakeholders

19.9.19 – forwarded to MESU to send to CS (HR) – Kira

Good afternoon

Further to the correspondence sent on 18 September, please see attached directives issued to schools wishing to participate in the Global Climate Strike on Friday 20 September.

Kind regards,

Meagan Duran | Secretary to the Deputy General Secretary – Kate Rutimian
Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
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ABN: 62 408 519 861

kjr:mkd: workplace directives – Global Climate Strike 2019

19 September 2019

Mr. Tony Cook
Director-General
Department of Education and Training

By email: Tony.Cook@qed.qld.gov.au

Dear Mr. Cook

Re: Workplace directives – Global Climate Strike

Further to the letter sent on 18 September, we wish to advise that a self-selected group of QTU members at the following schools have been issued with a directive to stop work from noon on Friday 20 September to attend the global climate strike action occurring on this day:

- Albany Hills SS
- Yeronga SHS
- Macgregor SHS
- Gladstone Central SS

Consequently, the following directive has been issued to members:

THAT self-selected QTU members at the above listed schools are hereby directed to stop work from noon on Friday 20 September to attend the global climate strike and show their support and solidarity with all Queensland school students.

Please don't hesitate to contact me, if required.

Yours sincerely

Kate Ruttiman
Deputy General Secretary

cc: Dion Coghian – Assistant Director-General of Education, HR
David Miller – Executive Director, Integrity and Employee Relations
Helen Kenworthy – Regional Director, Metropolitan
Kim Fredericks – Regional Director, Central Queensland
Lin Esders, QTU Metropolitan North Organiser
Natalie Meyer, QTU Metropolitan North Organiser
Dax Coxen, QTU Rockhampton Organiser
Ben Vercoe, QTU Metropolitan South Organiser



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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – Kedron State High School

17 September 2019

s.47(3)(b) - Contrary to Public Interest

QTU Union Representative
Kedron State High School
Sent via email

Dear s.47(3)(b) - Contrary to Public Interest

Re: Request to participate in the Global Climate Strike on 20 September Kedron State High School

At a meeting of members at Kedron State High School held on 9 September the following resolutions were carried:

1. THAT QTU members at Kedron State High School support urgent and far-reaching actions by Australian governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at Kedron State High School express their support for students participating in the global climate strike, a practical exercise of the active and informed citizenship for which students are educated.
3. THAT QTU members at Kedron State High School request that the QTU issue a directive for self-selected QTU members of Kedron State High School to walk-off the job at 12 noon on Friday 20 September to enable participation in the global climate strike.
4. THAT QTU members host a workplace morning / afternoon tea to share information about the September 20 #ClimateStrike and how the climate crisis impacts upon us.

In accordance with the request of members Senior Officers have issued the following directive:

THAT self-selected QTU members at Kedron State High School are hereby directed to walk off the job at 12 noon on Friday 20 September to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

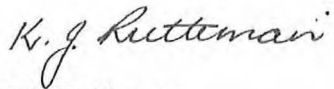
QTU members who participate in the walk-off at noon on Friday 20 September need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.

If you have other questions regarding the action, please contact the QTU via email qtu@qtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Natalie Clarke, QTU Metropolitan Central Organiser
Natalie Meyer, QTU Metropolitan Central Organiser
Joseba Larrazabal, Kedron State High School Principal

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ABN 62 408 519 861

IN REPLY PLEASE QUOTE: kjr:mkd: workplace directive – BSDE

17 September 2019

s.47(3)(b) - Contrary to Public Interest

QTU Union Representatives
Brisbane School of Distance Education
Sent via email

Dear s.47(3)(b) - Contrary to Public Interest

Re: Request to participate in the Global Climate Strike on 20 September Brisbane School of Distance Education

At a meeting of members from Brisbane School of Distance Education the following resolutions were carried:

1. THAT QTU members at Brisbane School of Distance Education support urgent and far-reaching actions by Australian governments to address the causes and impacts of global warming and climate breakdown before it is too late.
2. THAT QTU members at Brisbane School of Distance Education express their support for students participating in the global climate strike, a practical exercise of the active and informed citizenship for which students are educated.
3. THAT QTU members at Brisbane School of Distance Education request that the QTU issue a directive for self-selected QTU members of Brisbane School of Distance Education to walk-off the job at 12 noon on Friday 20 September to enable participation in the global climate strike.

In accordance with the request of members Senior Officers have issued the following directive:

THAT self-selected QTU members at Brisbane School of Distance Education are hereby directed to walk off the job at 12 noon on Friday 20 September to enable participation in the global climate strike, showing their support and solidarity with all Queensland school students.

I have notified the Department of Education and Training of the directive.

If your school has opted to support the walk-off action by releasing a group of members through internal relief arrangements, you do not need to provide us with any further details.

QTU members who participate in the walk-off at noon on Friday 20 September need to sign out of the school using the normal process for staff and immediately leave the school grounds.

The Department of Education may request that the school principal provides names of QTU members who participate in the walk-off. The QTU advises that QTU members are provided the opportunity to record their own name on a list of participants either in person or by email.

Please advise QTU members who participate in the action that they may be docked pay for the remainder of the school day i.e. from noon until the end of the regular school day.

If you have other questions regarding the action, please contact the QTU via email qtu@qtu.asn.au with the subject "Global Climate Change action" or call the Brisbane office on 3512 9000.

Yours sincerely



Kate Ruttiman
Deputy General Secretary

cc: Ben Vercoe, QTU Metropolitan South Organiser
Judith Menary, Brisbane School of Distance Education Principal

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