

Proposed - Department of Education Certified Agreement 2025

CONSULTATION SESSIONS

Housekeeping

When not speaking please place your audio on mute

If you have bandwidth constriction, turning your video off may help

Acknowledgment of Country

The Department acknowledges the Traditional Owners of the lands from across Queensland. We pay our respects to the Elders past, present and emerging, for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

Why are we proposing a new certified Agreement?

Department of Education Certified Agreement 2022 (current Agreement) nominally expired on 31 August 2025. The current certified agreement continues until replaced. A replacement Agreement has been negotiated to set terms and conditions for the next three years.

Who are the parties to the proposed Agreement?

Employers

- Department of Education
- Office of Industrial Relations

Union

- Together Qld, Industrial Union of Employees (TQ)

Employees

- Relevant employees in the Department of Education and the Office of Industrial Relations

Consultation – proposed Agreement

- The Department of Education has a legislative obligation to inform you about the content of the proposed Agreement before inviting you to vote.
- This information session covers the proposed Agreement for employees (not teachers, teacher aides, nurses or cleaners) employed in the Department of Education.
- You need to be aware of the proposed agreement's content and what has changed compared to the current Agreement - so you can cast an informed vote about whether you accept, or do not accept, the offer outlined in the proposed Agreement.

Wasn't there already a vote last year to accept the offer? Why are we voting again?

- Together members were asked by their union in September / October last year to consider the terms of offer and were invited to give their views to the union.
- This is a different process – it's an employer run confidential ballot, it's all employees covered by the agreement (not just union members) and it's not just about the terms of the offer (because the agreement is now fully drafted).

When will the proposed Agreement take effect?

- The proposed Agreement will take effect from the date of certification by the Queensland Industrial Relations Commission and will have a nominal expiry date of 31 August 2028.
- In the meantime, the current Agreement continues to operate until the proposed Agreement is certified.

What happens to current certified Agreement?

- Should the proposed Agreement be approved by employees, the Department of Education will apply to the Queensland Industrial Relations Commission to terminate the existing Agreement, the *Department of Education Certified Agreement 2022*.

Key Elements

Wage increases

CPI Uplift Adjustment ('CUA')

Allowances

Localised non school based Consultative Forums

ADO/TOIL - Clarifying provisions regarding surplus hours

Wages increases

Guaranteed wage increases under the proposed Agreement:

- 1 September 2025 - 3%
- 1 September 2026 – 2.5%
- 1 September 2027 – 2.5%

The first 3% wage increase will be back-dated to 1 September 2025.

Employees employed on the date of certification of the proposed Agreement are eligible for back pay

Wages are set out in Appendix 1 of the proposed Agreement.

Consumer Price Index (CPI) Uplift Adjustment (CUA)

In addition to the guaranteed annual wage increases, a Consumer Price Index (CPI) Uplift Adjustment (CUA) is payable where certain criteria are met

The CUA is designed to respond to inflationary conditions. It responds by 'topping up' the wage increases (of 3% in Year 1 and 2.5% in Year 2) under the proposed Agreement to provide up to a maximum wage increase of 3.5% in Years 1 and 2 of the proposed Agreement, when certain conditions are met.

For all intents and purposes the CUA is considered and treated as a wage increase under the Agreement. For example, when the CUA is payable, the recognition of accredited qualifications payment will be adjusted. The department will publish new rates on its public facing website when CUA has been triggered.

CUA Effect of terms consultation material and CUA Frequent Asked Questions (FAQ) is available on [OnePortal](#).

If CUA becomes payable

- If the CUA is triggered and a person is either eligible, or an exception applies the CUA becomes payable and essentially becomes a 'top up' to the guaranteed wage increase.

<i>Example salary schedule <u>before</u> CUA is payable</i>	
30 June 2025	1 July 2025
\$60,000	\$61,800
\$70,000	\$72,100
\$80,000	\$82,400



<i>Example salary schedule <u>after</u> CUA is payable</i>	
1 July 2025	1 July 2026
\$62,100	\$63,652.50
\$72,450	\$74,261.25
\$82,800	\$84,870

Allowances

- Applicable allowance rates (currently adjusted by wage increases) will be indexed in line with the headline wage increases; which means that the rates will increase by 3% in year 1 (effective from 1 September 2025) of the agreement and 2.5% in years 2 and 3.
- From commencement of the Agreement: changes to Recognition of Accredited Qualifications payment to remove the service requirement for eligibility and increased rate as per wage increases (first rate increase effective from 1 September 2025)

Outside of the Agreement is a new interim administration of medications in schools allowance for school-based Administrative Officers (details are covered towards the end of this session)

Localised non-school based forums

The parties agree that localised non-school based forums may be established.

When established, such forums will:

- be based in central office or regional offices;
- be formed at the request of employees in the particular location or department;
- facilitate consultation on workplace matters pertaining to the particular location/workplace that may include but are not limited to discussion of matters such as:
 - workload management;
 - organisational change;
 - training;
 - work/life balance.

Management of Surplus Hours – employees covered by existing clause 4.7 of the current agreement

- New provisions clarifying taking or paying out ADO/TOIL.
- Employees should normally have a zero balance of ADO and TOIL hours at the start of each 12-month cycle.
- Any surplus hours must be reviewed and managed before the Term 4 summer vacation.
- By the end of Term 3, the employee and Principal must meet to review the ADO Agreement and plan how to reduce surplus hours.
 - If surplus hours cannot be taken because access is refused or operational reasons prevent this:
 - The employee may choose to have the hours paid out at ordinary time rates; or
 - Carry the hours over into the next 12-month period.
- Any hours carried over must be taken within the following 12 months.
- If the employee elects a payout, the surplus hours must be paid out.
- New note in italics advising other school-based employees to refer to clause 6.8 or 6.9 for ADO/TOIL arrangements.

Recall and TOIL – Certain School-Based Operational Officers

- A new clause setting out the recall entitlements and overtime payments (see clause 6.9)
 - Entitlements as provided in the Award.
- Why have these Award entitlements been included in the proposed Agreement if they exist in the Award?

To raise awareness of these entitlements.

Minor and technical amendments to the Agreement

Bargaining provides the opportunity to rectify issues and provide clarification where necessary to clauses.

These can include updates to legislative references, clarifying information or removing clauses that were only intended for a particular reason, such as a review.

For example, the 'School-Based Management Model' clause has been amended to reflect that the model has been in place for a number of years.

Matters to be dealt with outside of the proposed Agreement

There are a range of matters that the parties have agreed to work on, outside of the certified agreement

- Improve Recruitment and Selection processes.
- Strengthen process for the creation of role descriptions.
- Review into current systems and procedure for the use of mechanical clocks.
- Cultural capacity training.

Via “exchange of letters”

- New Interim administration of medication allowance implemented outside proposed agreement – see next slide

New interim administration of medication allowance

- Current practice is for certain school-based staff to volunteer under the “Administration of Medications in Schools Procedure” to undertake distribution of certain medications to students in schools.
- Since reaching in-principle agreement, Together Queensland and the department have separately negotiated for a new interim allowance attached to this process.
- Because of timing, it cannot be provided for in the proposed *Department of Education Certified Agreement 2025* but instead the terms are recorded in a “exchange of letters” between the Department and Together Queensland.

New interim administration of medication allowance

Details can be found in a separate FAQ but in brief:

- It is an interim allowance of \$17.30 per fortnight and will be paid to administration officers who:
 - Volunteer to administer Schedule 8 or 'monitored medicines' as specified in the *Medicines and Poisons (Medicines) Regulation 2021* to students;
 - Are trained to administer these medications; and
 - Are required to administer these medications by the Principal.
- Commences when Teacher Aides' replacement agreement is operative (as Teacher Aides will be eligible for an equivalent allowance) and continues until such time as the outcome of the review of the Administration of Medication in Schools Procedure is communicated and a decision made following consultation with relevant unions.
- If the outcome of the review determines that school-based administration officers are suited to administration of these medications – the allowance will continue for the life of the Agreement.
- Separate payment to First Aide Allowance that an employee maybe eligible for.

Relationship between Agreement and Award

The proposed Agreement is to be read in conjunction with the:

- *General Employees (Queensland Government Departments) and Other Employees Award – State 2015;*
- *Queensland Public Service Officers and Other Employees Award – State 2015;*
- *Teaching in State Education Award – State 2016* (only insofar as Community Education Counsellors are concerned).

Where there is any inconsistency between the proposed *Agreement* and the *Award*, the provisions of the proposed *Agreement* would apply to the extent of any inconsistency.

Consultation, Ballot and Certification

Consultation



As required by the *Industrial Relations Act 2016*, employees will be provided with at least 14 days to access the proposed Agreement before the ballot.



The consultation period commences on Tuesday 10 February 2026 and runs until Wednesday 25 February 2026 (inclusive)

Ballot Process

Ballot to be conducted by CorpVote Pty Ltd. The ballot period is:

Opens	Closes
8:00 am (AEST QLD time), Thursday, 26 February 2026	5:00 pm (AEST QLD time), Thursday, 12 March 2026

- Employees can vote online or via telephone.
- Voting information will be sent to your work email address by CorpVote on 25 February 2026.
- Staff on leave during the entire ballot period will be contacted with voting instructions via post.
- OIR will conduct a ballot of its employees concurrently with the Department of Education's ballot.

Ballot Process - continuation

Ballot support

Available during business hours Monday to Friday
08:30 AEDT to 17:30 AEDT:

Email: support@corpvote.com.au

Phone: 1300 710 950

Privacy

CorpVote Pty Ltd is independently conducting this ballot process to protect your privacy and ensure a fair and equitable ballot result. All votes are anonymous and the method by which you cast your vote is secure.

QIRC – Application for Certification

- Certification of the proposed Agreement by the QIRC will follow if the ballot is successful.
- The proposed Agreement operates from date of certification with a nominal expiry of 31 August 2028.
- Anticipated timing for certification: **April 2026** (subject to QIRC availability to list).

- As mentioned earlier, an application to terminate the current certified Agreement will be made at the same time as applying to certify the proposed Agreement.

Further information

- OnePortal > Awards, certified Agreements and pay rates > Department of Education awards and Agreements
 - Proposed *Department of Education Certified Agreement 2025*
 - Explanatory Notes: Conditions of employment – Department of Education Certified Agreement.
(Reflects the changes in the proposed Agreement compared with the current Agreement)
 - Effect of Terms – Operation and Wages provisions Fact Sheet
 - Frequently Asked Questions - General
 - Frequently Asked Questions – Provision of certain medications in schools
 - Consultation (information session) presentation slides
- Contact: Industrial Relations Strategy team on SCO for any questions

Thank you

- Remember, the ballot opens 8.00am on Thursday 26 February 2026 and closes 5.00pm Thursday 12 March 2026

A 'YES' vote required to provide for the wage increase

Every vote counts!

Questions?