

# **Proposed – Department of Education Teacher Aides' Certified Agreement 2025**

CONSULTATION SESSION

# Housekeeping

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## **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 Teacher Aides' Certified Agreement* (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

### Employer

- Department of Education

### Union

- United Workers' Union (UWU)

### Employees

- Teacher Aides employed by the Department of Education

## **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 teacher aides 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.

# **When will the proposed Agreement take effect?**

- The proposed Agreement will take effect from the date of certification and will have a nominal expiry date of 31 October 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 Teacher Aides Certified Agreement 2022*

# Assistance for employees

- Should any teacher aides require assistance to read the proposed Agreement and explanatory materials please contact your Business Manager or Regional HR who can arrange assistance



# Key Elements

Wage increases

CPI Uplift Adjustment ('CUA')

Allowances

Filling vacancies process

Professional Development

# Wages increases

## **Guaranteed wage increases under the proposed agreement:**

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

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

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

**Wages are set out in Schedule 1 of the proposed Agreement.**

# Wage rates payable from 1 November 2025

Effective 01/11/2025 (3% increase)

Class	Paypoint	Hourly (\$)	Fortnightly (\$)	Annual (\$)	Casual (\$) (incl. 25% loading)
<b>Teacher Aide</b>					
OO2	1	\$ 31.6921	\$ 2,408.60	\$ 62,839	\$ 39.6151
OO2	2	\$ 32.4461	\$ 2,465.90	\$ 64,334	\$ 40.5576
OO2	3	\$ 33.2158	\$ 2,524.40	\$ 65,860	\$ 41.5198
OO2	4	\$ 33.9579	\$ 2,580.80	\$ 67,331	\$ 42.4474
OO3	1	\$ 34.4105	\$ 2,615.20	\$ 68,229	\$ 43.0131
OO3	2	\$ 34.9829	\$ 2,658.70	\$ 69,364	\$ 43.7286
OO3	3	\$ 35.6013	\$ 2,705.70	\$ 70,590	\$ 44.5016
OO3	4	\$ 36.2355	\$ 2,753.90	\$ 71,847	\$ 45.2944
OO4	1	\$ 37.6395	\$ 2,860.60	\$ 74,631	\$ 47.0494
OO4	2	\$ 38.8171	\$ 2,950.10	\$ 76,966	\$ 48.5214
OO4	3	\$ 40.0408	\$ 3,043.10	\$ 79,392	\$ 50.0510
OO4	4	\$ 41.1882	\$ 3,130.30	\$ 81,667	\$ 51.4853

<b>Teacher Aide Auslan Language Model/Educational Interpreter/Braille</b>					
OO4 - ALM	1	\$ 42.5447	\$ 3,233.40	\$ 84,357	\$ 53.1809
OO4 - ALM	2	\$ 43.8789	\$ 3,334.80	\$ 87,003	\$ 54.8486
OO4 - ALM	3	\$ 45.2803	\$ 3,441.30	\$ 89,781	\$ 56.6004
OO4 - ALM	4	\$ 46.6276	\$ 3,543.70	\$ 92,453	\$ 58.2845

# Wage rates payable from 1 November 2026

Effective 01/11/2026 (2.5% increase)

Class	Paypoint	Hourly (\$)	Fortnightly (\$)	Annual (\$)	Casual (\$) (incl. 25% loading)
<b>Teacher Aide</b>					
OO2	1	\$ 32.4842	\$ 2,468.80	\$ 64,409	\$ 40.6053
OO2	2	\$ 33.2566	\$ 2,527.50	\$ 65,941	\$ 41.5708
OO2	3	\$ 34.0461	\$ 2,587.50	\$ 67,506	\$ 42.5576
OO2	4	\$ 34.8066	\$ 2,645.30	\$ 69,014	\$ 43.5083
OO3	1	\$ 35.2711	\$ 2,680.60	\$ 69,935	\$ 44.0889
OO3	2	\$ 35.8579	\$ 2,725.20	\$ 71,099	\$ 44.8224
OO3	3	\$ 36.4908	\$ 2,773.30	\$ 72,353	\$ 45.6135
OO3	4	\$ 37.1408	\$ 2,822.70	\$ 73,642	\$ 46.4260
OO4	1	\$ 38.5803	\$ 2,932.10	\$ 76,496	\$ 48.2254
OO4	2	\$ 39.7882	\$ 3,023.90	\$ 78,891	\$ 49.7353
OO4	3	\$ 41.0421	\$ 3,119.20	\$ 81,378	\$ 51.3026
OO4	4	\$ 42.2184	\$ 3,208.60	\$ 83,710	\$ 52.7730

<b>Teacher Aide Auslan Language Model/Educational Interpreter/Braille</b>					
OO4 - ALM	1	\$ 43.6079	\$ 3,314.20	\$ 86,465	\$ 54.5099
OO4 - ALM	2	\$ 44.9763	\$ 3,418.20	\$ 89,178	\$ 56.2204
OO4 - ALM	3	\$ 46.4118	\$ 3,527.30	\$ 92,025	\$ 58.0148
OO4 - ALM	4	\$ 47.7934	\$ 3,632.30	\$ 94,764	\$ 59.7418

# Wage rates payable from 1 November 2027

**Effective 01/11/2027 (2.5% increase)**

Class	Paypoint	Hourly (\$)	Fortnightly (\$)	Annual (\$)	Casual (\$) (incl. 25% loading)
<b>Teacher Aide</b>					
OO2	1	\$ 33.2961	\$ 2,530.50	\$ 66,019	\$ 41.6201
OO2	2	\$ 34.0882	\$ 2,590.70	\$ 67,590	\$ 42.6103
OO2	3	\$ 34.8974	\$ 2,652.20	\$ 69,194	\$ 43.6218
OO2	4	\$ 35.6763	\$ 2,711.40	\$ 70,739	\$ 44.5954
OO3	1	\$ 36.1526	\$ 2,747.60	\$ 71,683	\$ 45.1908
OO3	2	\$ 36.7539	\$ 2,793.30	\$ 72,875	\$ 45.9424
OO3	3	\$ 37.4026	\$ 2,842.60	\$ 74,161	\$ 46.7533
OO3	4	\$ 38.0697	\$ 2,893.30	\$ 75,484	\$ 47.5871
OO4	1	\$ 39.5447	\$ 3,005.40	\$ 78,409	\$ 49.4309
OO4	2	\$ 40.7829	\$ 3,099.50	\$ 80,864	\$ 50.9786
OO4	3	\$ 42.0684	\$ 3,197.20	\$ 83,413	\$ 52.5855
OO4	4	\$ 43.2737	\$ 3,288.80	\$ 85,802	\$ 54.0921

<b>Teacher Aide Auslan Language Model/Educational Interpreter/Braille</b>					
OO4 - ALM	1	\$ 44.6987	\$ 3,397.10	\$ 88,628	\$ 55.8734
OO4 - ALM	2	\$ 46.1013	\$ 3,503.70	\$ 91,409	\$ 57.6266
OO4 - ALM	3	\$ 47.5724	\$ 3,615.50	\$ 94,326	\$ 59.4655
OO4 - ALM	4	\$ 48.9882	\$ 3,723.10	\$ 97,133	\$ 61.2353

## **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 Years 2 and 3) under the proposed Agreement to provide up to a maximum wage increase of 3.5% in Years 1, 2 and 3 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. If CUA is payable, it will also be applied to any allowances that increase in line with wage increases (e.g. ESSD Allowance, Communication Allowance). The department will publish new rates on its public facing website when CUA has been triggered.

CUA Effect of terms consultation material and CUA Frequently 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.

Example salary schedule *before*  
CUA is payable

30 June 2025	1 July 2025
\$60,000	\$61,800
\$70,000	\$72,100
\$80,000	\$82,400

CUA  
becomes  
payable

Example salary schedule *after* CUA is  
payable

1 July 2025	1 July 2026
\$62,100	\$63,652.50
\$72,450	\$74,261.25
\$82,800	\$84,870

# **Allowances**



## 7.1 Educational support for students with disability

From certification of the Agreement:

- Allowance to be automatically applied to teacher aides in Queensland children hospital schools, including regional hospital education programs
- Allowance will be increased from \$49 to \$60
- Allowance will increase in year 2 and year 3 of the Agreement by relevant wage increases (i.e. 2.5%)

Educational Support for Students with Disability Allowance			
<i>Current rate</i>	Effective date of certification of the Agreement	Effective date <the date second wage increase is payable under the Agreement (i.e., 1 November 2026)>	Effective date <the date third wage increase is payable under the Agreement (i.e., 1 November 2027)>
<i>\$ per fortnight</i>	\$ per fortnight	\$ per fortnight	\$ per fortnight
\$49.00	\$60.00	\$61.50	\$63.00

## 7.3 Toilet cleaning allowance

Effective from certification of the Agreement:

Rate increased from \$2.53 to \$7.00 per day

No change to when the allowance is applicable  
There should only be a requirement on Teacher Aides to clean toilets when it is not feasible, to have a cleaner carry out this task

Where it is necessary due to hygiene, health and safety reasons, Teacher Aides who are required to clean toilets (including the toilet floor areas) shall be paid the toilet cleaning allowance of \$7.00 per day

# New Interim administration of medication allowance

Details can be found in clause 7.9, but in brief:

- A review of the Administration of Medication in Schools Procedure will be undertaken and completed within 12 months of certification.
- An interim allowance of \$17.30 per fortnight will be paid to teacher aides 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.
- The allowance commences upon certification of the proposed agreement 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 teacher aides are suited to administration of these medications – the allowance will continue for the life of the Agreement.

## Overnight camps

- Teacher aides who attend overnight camps will be entitled to a maximum credit of 16 hours of TOIL for each overnight stay.
- This is an increase of one hour from the current agreement

## **Other changes**

# **NEW process for filling vacant hours under Proposed Agreement**

- The filling vacancies process is contained in the proposed Agreement. It is simpler, more efficient and succinct to assist teacher aides, Principals (or their delegates). Existing Part 10 clause 10.4 has been fully replaced.
- Retained the overarching objective to facilitate employment at 30 weekly ordinary hours with a clear statement about having regard to service provisions and the school's available resource allocations.
- Retain 'opt-out' model, however teacher aides only required to notify at the beginning of the year that they do not want more hours. This notification can be updated at any time during the year in writing if circumstances change
- Principals to consult with teacher aides, irrespective of their roster, who want to increase their hours.
- Removal of mandatory cluster school step. Retain existing clause stating teacher aides may be offered hours across more than one school in their local area to facilitate being employed on 30 ordinary hours per week
- Within the process, a mechanism for existing teacher aides to pursue should they have a grievance about a Principal's decision to recruit new teacher aides. School Supervisor required to consult UWU before giving approval to Principal to continue to recruit.
- If more than one permanent teacher aide could increase their hours – retained the existing 'rule' that distribution of hours will be in accordance with the employee's length of service with the department as a teacher aide, with the longest serving offered hours in the first instance
- Existing Guideline (developed under current agreement but not contained within it) will cease on certification of proposed agreement.

# Professional Development

- 3 Mandatory professional development days per year continue for teacher aides
- New – Flexibility for the 3<sup>rd</sup> day - can be scheduled at the end of summer vacation with prior consultation at the school level
- New - Youth Detention Centres will be able to schedule the three mandatory PD days at a time to suit the school program
- Amendment to PD days and mandatory training – PD days will not be used for mandatory training except where the Principal determines such training to be conducted to meet workplace, health and safety (e.g. First Aid training / student health support needs) or other legislative obligations and timeframes.

## Additional hours/Overtime

- Amendments to clause 8.6(b)(i) and (ii) about approval for working overtime/additional hours to clarify the requirements where prior direction or approval cannot be obtained.
- The amendments to provide that if circumstances do not permit prior direction or approval, the Principal or their delegate will authorise payment *if satisfied that the working of additional hours was required in the circumstances*



## Rest Pauses

- Existing Award rest pauses will be set out in the Agreement
- New provision requiring that rest pauses will be rostered
- A sub-clause provides for teacher aides eligible for two 10-minute rest pauses can elect to combine their rest pauses for one 20-minute rest pause by mutual agreement with the Principal

## Casual employment

- Maximum outer limit for casual employment is changed: Ability to engage casual employees for up to 6 months (maximum outer limit). Currently, the limit is a school term or up to 12 weeks, whichever is lesser.
- Removed clause dealing with backfilling a teacher aide on workers' compensation with a casual as the new 6-month maximum outer limit will apply to all casual employment.
- Introduced a new sub-clause to ensure that Principals undertake the filling of vacant hours process (clause 9.2) if it is identified that the vacancy may extend beyond 6 months

## Dispute Resolution process

- Strengthened Teacher Aides' rights to consult or be represented by a Union Representative in Stage 1 of the process
- New provision requiring all relevant documentation to be provided during the process and for written communication to all parties when a resolution is reached outlining the outcome
- Longer timeframes:
  - Stage 1 – 5 working days (currently 2 days)
  - Stage 2 – 7 working days (currently 5 days)

## Permanent teacher aide relief

- New sub-clause providing that Principals may approve the school providing immediate relief in any circumstance to support continuity of student support and having consideration to workplace, health and safety requirements for staff and students
- No changes otherwise to relief thresholds
- Existing clauses 11.2 and 11.3 have been combined with wording and structure changes to provide a simpler clause to understand the thresholds

## **Education and training package**

- Existing online Education and Training Package to be updated with elements of the proposed Agreement within 3 months of certification of the Agreement

## **School Resourcing Review**

- A review of state school resourcing (SRR) arrangements and review of teacher aide resourcing were completed under the 2022 certified Agreement. These provisions have been omitted
- A new sub-clause has been added to the proposed Agreement requiring the recommendations of the SRR being reported to TACC following Executive Government approval.

## **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 legislative references in Schedule 2 Leave Entitlements have been updated.

## 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 (Award)*

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

This is the case with the current agreement

# 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 work your email address by CorpVote on 25 February 2026.
- Staff on leave during the entire ballot period will be contacted with voting instructions

# **Ballot Process - continuation**

## **Ballot support**

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

Email: [support@corpvote.com.au](mailto: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 October 2028.
- Anticipated timing for certification: **April 2026** (subject to QIRC)
- 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 > Teacher aides](#)
  - Proposed *Department of Education Teacher Aides' Certified Agreement 2025*
  - Explanatory Notes - Reflects the changes in the proposed Agreement compared with the current agreement
  - Effect of Terms – Operation and Wages (CUA) provisions fact sheet
  - Frequently Asked Questions
  - These consultation presentation slides
- Contact: Industrial Relations Strategy team [on SCO](#) for any questions

# Thank you

- Remember the ballot opens on **Thursday 26 February**

A **'YES' vote** required to get your wage increase

Every vote counts!

# Questions?