

## PROPOSED

### *Department of Education State School Teachers' Certified Agreement 2022*

## EXPLANATORY NOTES

### THIS DOCUMENT REFLECTS THE CHANGES IN THE PROPOSED AGREEMENT COMPARED WITH THE CURRENT AGREEMENT

#### Introduction

i. Reference to the 'current agreement' means the *Department of Education State School Teachers' Certified Agreement 2019* and reference to the 'proposed agreement' means the proposed *Department of Education State School Teachers' Certified Agreement 2022*.

ii. Technical changes have been made throughout the proposed agreement that are not included in the explanatory notes, including:

a. the proposed agreement has been reordered and restructured into new parts that collate subject matter and related entitlements;

b. a 'definitions' section has been introduced (cl.1.6) to achieve clarity without repetition throughout the proposed agreement; and

c. changes to address grammar, previous implementation/effective dates and clause numbering updates.

iii. This document is in numerical order of the clause numbers of the proposed agreement. Unless specified otherwise, the explanatory notes are referring to the proposed agreement clauses. An explanation of how the provision or entitlement has translated from the current agreement to the proposed agreement is included.

iv. Clause numbers vary from the current agreement due to the removal of some clauses, introduction of new clauses and reordered/restructured of existing parts, clauses and schedules.

#### Further information on the proposed agreement

If you would like further information on the proposed agreement please visit the OnePortal page found [here](#) or contact the Enterprise Bargaining team at [EB.HUMANRES@qed.qld.gov.au](mailto:EB.HUMANRES@qed.qld.gov.au).

## The Structure

The proposed agreement contains 12 parts and 5 schedules.

Part	Title	Clauses
Part 1	Preliminary	1.1 Title 1.2 Application 1.3 Date and Period of Operation 1.4 Access to the Agreement 1.5 Relationships to Awards and Industrial Agreements 1.6 Definitions 1.7 Objectives of this Agreement 1.8 Commitments of this Agreement 1.9 Negotiations for a Replacement Agreement 1.10 No Further Claims
Part 2	Consultation	2.1 Local Consultative Committee 2.2 Release time for LCC members 2.3 Staffing Flexibility 2.4 Consultation Process for Small Schools 2.5 The Education Consultative Committee
Part 3	Dispute Resolution	3.1 Procedure for Preventing and Settling Disputes
Part 4	Working and Learning Conditions	4.1 Class sizes 4.2 Use of Non-Contact Time 4.3 Additional Non-Contact Time 4.4 Allocation of Duties – Heads of Department (Curriculum) in Primary and Special schools 4.5 Allocation of Duties – Heads of Department (Secondary) 4.6 Allocation of Duties – Heads of Special Education Services 4.7 Curriculum Coordination Time 4.8 Administration Time – Teaching Principals 4.9 Extension of Spread of School Hours 4.10 Cultural Respect, Recognition and Support 4.11 Productivity, Service and Reform Initiatives 4.12 Maximisation of Permanency and Conversion 4.13 Minimum Engagement of Temporary Teachers 4.14 Temporary Teacher Professional Development 4.15 Attraction and Retention
Part 5	Classification Structure	5.1 Internship Programs 5.2 Community Teachers 5.3 Classification Structure 5.4 Stream 1 – Classroom Teachers 5.5 Highly Accomplished Teachers and Lead Teachers 5.6 Coaches 5.7 Stream 2 – Heads of Program 5.8 Stream 3 – School Leaders 5.9 Principals 5.10 Promotional Positions 5.11 Incremental Progression 5.12 Education Officer – Special Duties secondment
Part 6	Salaries and Superannuation	6.1 Salary Increases 6.2 Cost of Living Adjustment Payments 6.3 School Vacation Period and Adjustment



		6.4 Award Matters 6.5 Superannuation 6.6 Salary Packaging
Part 7	Allowances	7.1 Allowance Increases 7.2 Specified Sites Allowance 7.3 Other Allowances
Part 8	Leave	8.1 Access to Long Service Leave as Cultural Leave 8.2 Paid Parental Leave 8.3 Paid Leave During Summer and School Vacation Periods – Temporary Teachers
Part 9	Healthy Safety and Wellbeing	9.1 Commitment 9.2 Release time for elected Health and Safety Representatives 9.3 Workload Management 9.4 Principles of Good Workload Management 9.5 Digital Technologies
Part 10	School Based Management	10.1 School Leadership and Management 10.2 Employment of Teachers 10.3 Teacher Professionalism 10.4 Specialist Services 10.5 Transfer and Relocation 10.6 Monitoring Procedures
Part 11	Adult Supervision of pre-set learning	11.1 Adult Supervision 11.2 Remote and Regional communities
Part 12	Memorandum of agreement	12.1 Memorandum of agreement
Schedule 1	Salaries and Allowances	
Schedule 2	Principal Classification: Total Government Resource Thresholds	
Schedule 3	Special Education Facilities	
Schedule 4	Specified Schools serving First Nations Communities	
Schedule 5	Youth Detention Centres	



## Parts 1 – 12: Changes Explained

### Part 1. Preliminary

This is an existing part in the current agreement and contains existing clauses from Part 1 ‘Application and Operation’ of the current agreement and new clauses at cl.1.6 ‘Definitions’ and cl.1.8 ‘Commitments of this Agreement’.

#### 1.1 Title

The title has been changed to *Department of Education State School Teachers’ Certified Agreement 2022*.

#### 1.2 Application

This is clause 1.3 in the current agreement. There is no change to this clause.

#### 1.3 Date and Period of Operation

This is clause 1.4 in the current agreement. The clause will be updated to reflect the date of certification (when decided by the QIRC), the operative date of 1 July 2022 and the nominal expiry date of 30 June 2025.

#### 1.4 Access to the Agreement

This is clause 1.5 of the current agreement. The clause title has been changed and wording included to reflect that a final copy of the agreement will be available on the Department website (i.e. OnePortal intranet page).

#### 1.5 Relationship to Awards and Industrial Agreements

This is clause 1.6 of the current agreement. The clause has been changed to reflect the proposed agreement’s new title.

#### 1.6 Definitions

This is a new clause to achieve clarity without repetition of meanings throughout the proposed agreement.

#### 1.7 Objectives of this Agreement

This clause has been changed to modernise and reflect the parties’ goals of the proposed agreement.

#### 1.8 Commitments of this Agreement

This is a new clause. The new subclause 1.8.1 of the proposed agreement provides a commitment for the Department to undertake a comprehensive review of the school resourcing arrangements, including methodologies, procedures and systems.

The new subclause 1.8.2 of the proposed agreement provides a commitment for the Department to undertake a review of the transfer rating system, with the review focus on development of a modern teacher mobility policy that enhances current arrangements to teachers, that provide extended services in rural and remote Queensland. The policy will consider both classroom and promotional teaching appointments.

Subclause 1.8.3 Certified Agreement Implementation Committee (CAIC) of the proposed agreement is an existing clause (cl.1.10). A new subclause 1.8.3.3 removed the prescription of committee membership and frequency and has been changed to reflect that the terms of reference will be determined by the parties.

#### 1.9 Negotiations for a Replacement Agreement

This is clause 1.8 of the current agreement. The clause title has changed and reflects new dates of when the parties agree to commence the next round of negotiations.

**1.10 No Further Claims**

This is clause 1.9 in the current agreement. The clause has changed to specify 'Joint Statements' as a subsidiary agreement. There is no substantive change to conditions or entitlements.

**Part 2. Consultation**

This is a new part consisting of some existing clauses from Part 3 'Dispute Resolution' and Part 2 'Working and Learning Conditions' of the current agreement.

**2.1 Local Consultative Committee**

This is clause 3.1 of the current agreement. There is no change to this clause.

**2.2 Release time for LCC members**

This is clause 2.21 of the current agreement. This clause has been changed to clarify the meaning of 'reasonable release time'. There is no substantive change to conditions or entitlements.

**2.3 Staffing Flexibility**

This is clause 3.2 of the current agreement. There is no change to this clause.

**2.4 Consultation Process for Small Schools**

This is clause 3.3 of the current agreement. There is no change to this clause.

**2.5 The Education Consultative Committee**

This is clause 3.4 of the current agreement. Subclause 2.5.4 has changed to reference the *Department of Education Certified Agreement 2019* (or as amended) as the instrument that sets out the ECC terms of reference.

**Part 3. Dispute Resolution**

This is an existing part in the current agreement and existing clause. There is no substantive change to conditions or entitlements.

**3.1 Procedure for Preventing and Settling Disputes**

This is clause 3.5 of the current agreement. The clause title has changed, there are no other changes to this clause.

**Part 4. Working and Learning Conditions**

This is Part 2 in the current agreement and contains existing clauses from Part 2 'Working and Learning Conditions', Part 6 'Temporary Teachers', Part 8 'Incentives for Remote Teachers' and Part 10 'Teacher Professionalism' of the current agreement and new clauses at cl.4.10 'Cultural Respect, Recognition and Support' and cl.4.15 'Attraction and Retention'.

**4.1 Class sizes**

This is clause 2.1 of the current agreement. There is no change to this clause.

**4.2 Use of Non-Contact Time**

This is clause 2.3 of the current agreement. The clause wording has been simplified. There is no substantive change to this clause or the conditions/entitlements.

**4.3 Additional Non-Contact Time**

This is clauses 2.2 and 2.4 of the current agreement. This clause has changed to incorporate beginning teachers non-contact time and wording setting out the entitlement simplified. There is no substantive change to this clause or the conditions/entitlements.



**4.4 Allocation of duties – Heads of Department (Curriculum) in Primary and Special schools**

This is clause 2.5 of the current agreement. There is no change to this clause.

**4.5 Allocation of Duties – Heads of Department (Secondary)**

This is clause 2.6 of the current agreement. There is no change to this clause.

**4.6 Allocation of Duties – Heads of Special Education Services**

This is clause 2.7 of the current agreement. There is no change to this clause.

**4.7 Curriculum Coordination Time**

This is clause 2.8 of the current agreement. There is no change to this clause.

**4.8 Administration Time – Teaching Principals**

This is clause 2.9 of the current agreement with the addition of a new subclause 4.8.2. The new subclause provides increased Teaching Principal Administration time for Principals with up to 124 student enrolments, the increase will be effective from 23 January 2023 and replaces amounts in cl.4.8.1(a) (i.e. increase is not an additional allocation).

**4.9 Extension of Spread of School Hours**

This is clause 2.10 of the current agreement. There are a number of improvements and changes as follows:

- Specification of the fixed and flexible staff professional development hours.
- Provision for an additional flexible staff professional development day on the Monday of a week where the Australia day public holiday falls on the first Tuesday of a school year.
- Introduction of teacher discretion on the use of 3 out of 25 staff professional development hours.
- Entitlement to 1 day non-instructional time (no TRS day or backfill) per Instrumental Music Instructor/Teacher in the last week of term 4.

**4.10 Cultural Respect, Recognition and Support**

This is a new clause. The clause provides a commitment to ongoing cultural capability in all workplaces.

**4.11 Productivity, Service and Reform Initiatives**

This is clause 2.13 of the current agreement. This clause has been reworded to align with the objectives of the agreement.

**4.12 Maximisation of Permanency and Conversion**

This is clause 2.16 of the current agreement. Subclause 4.12.3 replaces subclauses 2.16.3, 2.16.4 and 2.16.5. Subclause 4.12.3 in the proposed agreement affirms the parties commitment to agreeing on a process to operationalise the requirements of *Directive 09/20 – fixed term temporary employment* (or its replacement) and to terminate the *Temporary State School Teachers and Instrumental Music Instructors Memorandum of Agreement*.

**4.13 Minimum Engagement of Temporary Teachers**

This is clause 6.1 of the current agreement. There is no change to this clause.

**4.14 Temporary Teacher Professional Development**

This is clause 6.2 of the current agreement. This clause has been changed to include a signpost to *Directive 15/20 – Positive performance* management (or its replacement); has

removed the requirement for schools to fund one of the two mandatory student free days prior to the commencement of instructions for temporary teachers; and changed reference to ‘casual employee’, ‘relief teachers’ and ‘casual relief teachers’ to ‘supply teachers’.

#### 4.15 Attraction and Retention

This is a new clause replacing equivalent clauses (cl.8.1-8.4) in the current agreement. The new clause embeds the *Department of Education and Queensland Teachers Union Letter of Exchange regarding the Implementation of Remote Incentives Trial Recommendations*; provides enhancements to the existing Recognition of Rural and Remote Service (RoRRS) Scheme and new entitlements as follows:

Inclusions and enhancements:

- The RoRRS advisory committee continuing in its role of informing the parties on proposed strategies to attract and retain teachers in rural and remote areas of Queensland.
- As determined by the TR consultation group, schools that are subject to two or more points within the TR scheme will be reviewed on an annual basis. The terms of reference will determine the criteria, process and timing.
- As determined by the RoRRS advisory committee the requirement for any increase or decrease of TR will be as a consequence of change that has been in effect for two consecutive years in a row.
- The current RoRRS scheme additional discretionary leave for TR4 - TR7 is now included in the proposed agreement.
- Effective 23 January 2023, the RoRRS Scheme Recognition of Service payment and Recognition of Location Travel allowance will be paid in accordance with the proposed agreement:
  - payments from year 1 to year 8 (currently paid in 4<sup>th</sup> and 5<sup>th</sup> years TR4 - TR6 & 3<sup>rd</sup> to 5<sup>th</sup> years in TR7);
  - Scale up amount from year 1 (\$1,200 - \$3,000) to year 8 (\$2,400 to \$6,000) depending on transfer rating.
- Each entitlement will be clearly itemised on payslips.
- Effective 23 January 2023, the Recognition of Travel allowance – dependant (2 years +) will be paid as the same rate as the Recognition of Location Travel allowance – teacher.
- Effective 23 January 2023, an additional flight per annum for teachers who are located on the most remote locations.
- In addition to the existing Extreme Remoteness Flight, teachers in Duan and Stephen Island schools, will have the option of choosing the Recognition of Location Travel – flight option instead of the Recognition of Location Travel allowance.
- Part-time teachers will be provided the same benefit as full-time teachers for the Recognition of Location Travel – additional flights at Mornington and Pormpuraaw schools.
- A schedule of sites will be determined by the RoRRS advisory committee to outline the schools eligible for the additional return flight to the main transit centre.
- Effective 23 January 2023, increased beginning teacher one-off payment (\$1,500 in TR6 & 2,000 in TR7).
- Application for a learning grant will be available for a Master of Education or other approved postgraduate Master’s degree for all teachers (with a minimum two years teaching experience) located in TR 4 – TR7

New entitlements (effective 23 January 2023):

- A beginning teacher one-off payment of \$1,000 to TR4 and TR5.



- A Regional Attraction and Retention payment of \$900 per annum in regional TR3 – TR3 state school, whilst the teacher remains at the school, subject to Director-General approval and evidence of attraction and retention issues.
- An Expatriate Attraction and Retention one-off payment of \$2,000 for a permanent or temporary teacher appointed in a regional TR2 – TR3 state school, subject to Director-General approval and evidence of attraction and retention issues

All attraction and retention payments and allowances are fixed for the life of the agreement and will not increase in accordance with wage increases.

## **Part 5. Classification Structure**

This is an existing part in the current agreement and contains existing clauses from Part 5 ‘Classification Structure’, Part 7 ‘School Based Management and Schedule 3 of the current agreement and a new clause 5.2 ‘Community Teachers’.

### **5.1 Internship Programs**

This is clause 5.1 of the current agreement. This clause title has been amended and the clause clarified that the department will consult with the QUTU on current and future internship programs.

A new subclause 5.1.5 introduces two additional TRS days per years for each supervising teacher (full-time equivalent (FTE)) (effective 23 January 2023).

### **5.2 Community Teachers**

This is a new clause. This clause reflects the Community Teacher restructure transition from seven steps reduced to four steps; no longer distinguishes between Community Teacher A or Community Teacher B; and introduces progression to a new Senior Community Teacher. Subclause 5.2.2.6 now determines transition from Assistant Teacher to Community Teacher to align with new Community Teacher structure and ensure no financial disadvantage.

### **5.3 Classification Structure**

This is clause 5.2 of the current agreement. There is no change to this clause.

### **5.4 Stream 1 – Classroom Teachers**

This is clause 5.3 of the current agreement.

Subclause 5.4.2.3 is a new provision, effective from 23 January 2023, providing reimbursement for an application with the QCT for a Queensland or interstate graduate engaged as a beginning teacher.

Subclause 5.4.3.1 has been changed with notification from ‘in the year prior’ to ‘three months prior’ being eligible for progression to senior teacher.

Subclause 5.4.5. has been changed to clarify reversionary rights for employees in promotional positions.

### **5.5 Highly Accomplished Teachers and Lead Teachers**

This is clause 5.4 of the current agreement. There is no change to this clause.

### **5.6 Coaches**

This is clause 5.5 of the current agreement. There is no change to this clause.

### **5.7 Stream 2 – Heads of Program**

This is clause 5.6 of the current agreement. There is no change to this clause.



**5.8 Stream 3 – School Leaders**

This is clause 5.7 of the current agreement. There is no change to this clause.

**5.9 Principals**

This is clause 5.8 of the current agreement. Subclause 5.9.5(a)(i) & 5.9.5(a)(ii) are new interim measures providing for the Chief Executive to approve the appointment of Principals to higher levels in specific limited and exceptional circumstances.

Subclauses 5.9.6 – 5.9.8 replace 5.8.7 and 5.8.8 of the current agreement. The new subclauses are a technical fix to more explicitly explain the results following the annual review of the *Principal Classification: Total Government Resource Thresholds* allocations processes.

Subclause 5.9.9 replaces Schedule 3 of the current agreement.

**5.10 Promotional Positions**

This is clause 2.14 of the current agreement. There is no change to this clause.

**5.11 Incremental Progression**

This is clause 5.9 of the current agreement. The clause has been streamlined and reference to an effective date of 23 January 2020 has been removed as no longer required. There is no substantive change to conditions or entitlements.

**5.12 Education Officer – Special Duties secondment**

This is clause 7.4 of the current agreement. The clause has been worded differently to clarify and align with current practice. Subclause 5.12.3 now clarifies the classification level an employee will be paid.

**Part 6. Salaries and Superannuation**

This is a new part and contains existing clauses from Part 4 ‘Salaries and Allowances and Part 9 ‘Superannuation and Salary Packaging’ of the current agreement and new clauses.

**6.1 Salary Increases**

This is clause 4.1 of the current agreement. This clause sets out the wage increases of 4% on 1 July 2022; 4% on 1 July 2023; and 3% on 1 July 2024.

Subclause 6.1.3 is a new provision confirming equal remuneration for work of equal or comparable value is achieved for employees under the proposed agreement.

**6.2 Cost of Living Adjustment Payments**

This is a new provision that defines the entitlement to Cost of Living Adjustment (COLA) Payments model. Further information explaining effect of terms to support the COLA model are available on the OnePortal page found [here](#).

**6.3 School Vacation Period and Adjustment**

This is a new provision that further defines the entitlement to Cost of Living Adjustment (COLA) Payments model for supply teachers. Further information explaining the effect of terms to support the COLA model are available on the OnePortal page found [here](#).

**6.4 Award Matters**

This is clause 4.3 of the current agreement. Subclause 4.3.2 of the current agreement has been removed as the Award coverage body of work was completed under the current agreement. There are no further changes to this clause.

**6.5 Superannuation**

This is clause 9.1 of the current agreement. The clause has been simplified. There is no substantive change to this clause or the conditions/entitlements.

**6.6 Salary Packaging**

This is clause 9.2 of the current agreement. The clause has been simplified. There is no substantive change to this clause or the conditions/entitlements.

**Part 7. Allowances**

This is a new part and contains existing clauses from Part 4 ‘Salaries and Allowances’ of the current agreement and new clauses at cl.7.3 ‘Other Allowances’.

**7.1 Allowance increases**

This is clause 4.1 of the current agreement. Increases to allowances are set out in Schedule 1 of the proposed agreement.

**7.2 Specified Sites Allowance**

This is clause 4.2 of the current agreement. Subclause 7.2.1(c) is new Teachers in Youth Detention Centres as set out in Schedule 3 of the proposed agreement are entitled to the Specified Sites allowance.

**7.3 Other Allowances**

This is a new clause providing for a 3 year senior trained senior teacher allowance and teachers seconded as advisory teachers allowance (secondment allowance) in line with Award provisions to assist with identifying the Award provision from which the allowance is derived.

**Part 8. Leave**

This is a new part and contains existing clauses from Part 2 ‘Working and Learning Conditions’ and Part 6 ‘Temporary Teachers’ of the current agreement and a new clause at cl.8.2 ‘Paid Parental Leave’.

**8.1 Access to Long Service Leave as Cultural Leave**

This is clause 2.11 of the current agreement. There is no change to this clause.

**8.2 Paid Parental Leave**

This is a new clause. Employees with a combination of casual (supply) and temporary employment periods will be entitled to apply for a period of Paid Parental Leave in accordance with *Directive 05/20 – Paid Parental Leave*. Conditions apply.

**8.3 Paid Leave During Summer and School Vacation Periods – Temporary Teachers**

This is clause 6.3 of the current agreement. There is no change to this clause.

## **Part 9. Health, Safety and Wellbeing**

This is a new part and contains existing clauses from Part 2 ‘Working and Learning Conditions’ and Schedule 6 of the current agreement and a new clause at cl.9.5 ‘Digital Technologies’.

### **9.1 Commitment**

This is clause 2.19 of the current agreement. Subclause 9.1.1 of the proposed agreement has been updated to further support the Department’s existing procedures and commitments.

Subclause 9.1.2 has been strengthened to ensure work related travel matters are reasonable, safe and planned; incorporating travel time as an example; and including ‘music ensembles’ and ‘practical subjects’ in the provisions to ensure class sizes are being considered through a Health, Safety and Wellbeing practice lens.

### **9.2 Release time for elected Health and Safety Representatives**

This is clause 2.20 of the current agreement. There is no change to this clause.

### **9.3 Workload Management**

This is clause 2.17 of the current agreement. The provision has been strengthened to recognise safe work environments and practices in relation to all duties, tasks and responsibilities of a role taking all reasonable steps to support teachers, heads of program and school leaders; additionally, reference to music ensembles has been included when factoring in class sizes in all contexts.

### **9.4 Principles of Good Workload Management**

This is schedule 6 of the current agreement. This clause has also been strengthened to recognise safe work environments and practices in relation to all duties, tasks and responsibilities of a role taking all reasonable steps to support teachers, heads of program and school leaders

### **9.5 Digital Technologies**

This is a new clause. This provision acknowledges the importance of digital technologies to meet business needs and encourages employees to disconnect from digital technologies when accessing rest time, weekends and leave/vacation periods.

## **Part 10. School Based Management**

This is part 7 in the current agreement and contains existing clauses from Part 7 ‘School Based Management’ of the current agreement.

### **10.1 School Leadership and Management**

This is clause 7.1 of the current agreement. There is no change to this clause.

### **10.2 Employment of Teachers**

This is clause 7.2 of the current agreement. There is no change to this clause.

### **10.3 Teacher Professionalism**

This is clause 10.1 of the current agreement. There is no change to this clause.

### **10.4 Specialist Services**

This is clause 7.3 of the current agreement. There is no change to this clause.



**10.5 Transfer and Relocation**

This is clause 7.5 of the current agreement. Subclauses 7.5.4 – 7.5.7 of the current agreement has been removed as the Teacher Transfer body of work was completed during the life of the current agreement.

Subclause 10.5.4 is a new provision reaffirming the Department's commitment to transfer and relocation in circumstances where compassionate transfer grounds exist.

**10.6 Monitoring Procedures**

This is clause 7.6 of the current agreement. There is no change to this clause.

**Part 11. Adult Supervision of Pre-Set Learning**

This is an existing part in the current agreement and contains existing clauses.

**11.1 Adult Supervision**

This is clause 11.1 of the current agreement. There is no change to this clause.

**11.2 Remote and Regional Communities**

This is clause 11.2 of the current agreement. There is no change to this clause.

**Part 12. Memorandum of Agreement**

This is an existing part in the current agreement and contains existing clauses.

**12.1 Memorandum of Agreement**

This is clause 12.1 of the current agreement. This clause has been changed.

Subclause 12.1 has been expanded to acknowledge when a MOA may be created.

Subclause 12.2 – 12.3 are new and recognise that a creation of a new MOA that has no cost implications will be subject to negotiations between the parties. However, should a MOA contain an additional cost it is at the sole discretion of the Department to approve or reject.

Subclause 12.4 of the proposed agreement modifies clause 12.2 of the current agreement and acknowledges that a MOA will include a basic template and specifies the structure of a MOA.

Subclause 12.5 – 12.7 of the proposed agreement are clauses 12.4 – 12.5 of the current agreement.

Subclause 12.8 commits the parties to review all existing MOA within six months from the date of certification in accordance with the following criteria: clarify the purpose; simplify and remove ambiguous provisions; and remove duplication of legislation and/or other information (e.g. Directives) and replace any complex terminology.

Subclause 12.9 of the proposed agreement expands on clause 12.3 of the current agreement, committing parties to review all new MOA at least six months prior to the expiry date of the proposed agreement.

**Schedule 1 Salaries and Allowances**

This is an existing schedule in the current agreement. Increased salaries and allowances are reflected for 1 July 2022, 1 July 2023 and 1 July 2024.

**Schedule 2 Principal Classification: Total Government Resource Thresholds**

This is an existing schedule in the current agreement. The thresholds have been updated in line with wage increases of 4% from 1 July 2022, 4% from 1 July 2023 and 3% from 1 July 2024.

### **Schedule 3 Special Education Facilities**

This is schedule 4 in the current agreement. There is no change to this schedule.

### **Schedule 4 Specified Schools Serving First Nations Communities**

This is schedule 5 in the current agreement. The title has been changed to replace 'indigenous' with 'First Nations'. There are no further changes to this schedule.

### **Schedule 5 Youth Detention Centres**

This is a new schedule. This schedule specifies the Youth Detention Centres referred to in clause 7.2.1(c) of the proposed agreement.

## **The following matters will be addressed operationally or through policy:**

### **Special Leave – applications for Sorry Business/Kinship Obligation**

The Department to enshrine in Department policy the ability to grant, on application, Aboriginal and Torres Strait Islander employees Special Leave (up to three days per year will not be unreasonably refused) to attend to Sorry Business or Kinship Obligations. 'Sorry Business' refers to cultural practices and protocols undertaken after someone's passing. Subject to Special Leave (Directive 5/17), the delegate may require an employee to produce evidence that would satisfy a reasonable person of the need for Special Leave for this purpose.

### **Specialist Teachers (Music)**

Representation on the establishment of the *Australian Curriculum Implementation Advisory Working Group*. A commitment to providing Specialist Teachers (Music) representation on a working party to support the implementation of the Australian curriculum. The working party may make recommendations for consideration by the Director-General or their delegate.

### **District Relief / Local Relief Teachers**

A commitment to review existing information regarding the management of district relief teachers (DRT) and local relief teachers (LRT) (e.g. *Factsheet: DRT and LRT*) to ensure information is clear and concise, and to educate and raise awareness of the relevant terms and conditions of employment for DRT/LRT.

### **Fatigue management**

A commitment to develop a flexible work/health and wellbeing guide for fatigue management (e.g. fatigue management principles) where continuous periods or late nights may have potential to cause fatigue (e.g. school overseas trips, camps and concerts).

