



# Proposed Teachers' Certified Agreement 2022

INFORMATION SESSION

OCTOBER 2022

# 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?

- The *Department of Education State School Teachers' Certified Agreement 2019* had a nominal expiry date of 30 June 2022.

## Who are parties to the proposed agreement

### *Employer*

- *Department of Education*

### *Unions*

- *Queensland Teachers' Union of Employees (QTU)*
- *Together Queensland, Industrial Union of Employees (TQ)*



# Consultation – proposed agreement

- The Department of Education has a legislative obligation to inform you about the content of the proposed agreement.
- This information session covers the proposed agreement which covers teachers, heads of program and school leaders employed in state schools.
- You need to be aware of the content of the proposed 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 operate until 30 June 2025.
- In the meantime, the current Agreement continues to operate until the proposed agreement is certified.
- The parties to the proposed agreement will commence discussions for a replacement agreement as early as six months but no later than three months prior to the nominal expiry date of the proposed agreement (i.e. January 2025)



# Key Elements

Salary Increases

Cost of Living Adjustment

Attraction and Retention initiatives

RoRRS enhancements

Reviews

Health, Safety and Wellbeing

Workload management

Other outcomes



# Salaries

- The salary increases for the proposed agreement:



- 4% on 1 July 2022;
- 4% on 1 July 2023; and
- 3% on 1 July 2024.

- Increases will apply to existing allowances (normally adjusted in accordance with wage increases)



# Salary Schedule – Stream 1

Teaching Steam – (Stream 1)							
Classification Level	Pay point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Band 1	Step 1	2,653.10	69,218	2,759.20	71,986	2,842.00	74,146
	Step 2	2,744.50	71,602	2,854.30	74,467	2,939.90	76,700
Band 2	Step 1	3,008.50	78,490	3,128.80	81,628	3,222.70	84,078
	Step 2	3,155.50	82,325	3,281.70	85,617	3,380.20	88,187
	Step 3	3,305.30	86,233	3,437.50	89,682	3,540.60	92,372
	Step 4	3,460.90	90,292	3,599.30	93,903	3,707.30	96,721
Band 3	Step 1	3,603.60	94,015	3,747.70	97,775	3,860.10	100,707
	Step 2	3,751.50	97,874	3,901.60	101,790	4,018.60	104,842
	Step 3	3,901.20	101,780	4,057.20	105,850	4,178.90	109,025
	Step 4	3,993.70	104,193	4,153.40	108,359	4,278.00	111,610
Senior Teacher (4yr trained)		4,176.80	108,970	4,343.90	113,329	4,474.20	116,729
Experienced Senior Teacher	Step 1	4,335.80	113,118	4,509.20	117,642	4,644.50	121,172
	Step 2	4,404.90	114,921	4,581.10	119,518	4,718.50	123,102
Coaches		4,568.90	119,199	4,751.70	123,969	4,894.30	127,689
Highly Accomplished Teacher		4,679.20	122,077	4,866.40	126,961	5,012.40	130,770
Lead Teacher		5,108.50	133,277	5,312.80	138,607	5,472.20	142,766





# Salary Schedule - CTAT

Community Teachers and Assistant Teachers							
Classification Level	Paypoint	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Assistant Teachers	Step 1	2,114.40	55,163	2,199.00	57,370	2,265.00	59,092
	Step 2	2,170.10	56,616	2,256.90	58,881	2,324.60	60,647
	Step 3	2,225.10	58,051	2,314.10	60,373	2,383.50	62,184
	Step 4	2,279.70	59,476	2,370.90	61,855	2,442.00	63,710
Community Teachers	Step 1	2,650.90	69,160	2,756.90	71,926	2,839.60	74,083
	Step 2	2,750.60	71,761	2,860.60	74,631	2,946.40	76,870
	Step 3	2,850.20	74,360	2,964.20	77,334	3,053.10	79,653
	Step 4	2,949.90	76,961	3,067.90	80,039	3,159.90	82,440
Senior Community Teacher		3,189.10	83,201	3,316.70	86,530	3,416.20	89,126



# Salary Schedule – Stream 2

Heads of Program – (Stream 2)							
Classification Level	Paypoint	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Heads of Program Level 1 (incl. HODC, HOD, GO, HOSES2)	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,048.50	131,712	5,250.40	136,979	5,407.90	141,088
	Paypoint 3	5,137.70	134,039	5,343.20	139,400	5,503.50	143,582
Heads of Program Level 2 (incl. SGO, HOSES3)	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,303.10	138,354	5,515.20	143,888	5,680.70	148,205
	Paypoint 3	5,396.90	140,801	5,612.80	146,434	5,781.20	150,827

•The Department of Education State School Teachers' Certified Agreement 2019, promotional position classification structure removed paypoint 1 within Stream 2 and Stream 3 (Level 1-7).



# Salary Schedule – Stream 3

School Leaders – (Stream 3)							
Classification Level	Paypoint	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Deputy Principals (incl. HOSES4)	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,619.00	146,596	5,843.80	152,461	6,019.10	157,034
	Paypoint 3	5,718.40	149,189	5,947.10	155,156	6,125.50	159,810

•The *Department of Education State School Teachers' Certified Agreement 2019*, promotional position classification structure removed paypoint 1 within Stream 2 and Stream 3 (Level 1-7).



# Salary Schedule – Stream 3 continued

School Leaders – (Stream 3)							
Classification Level	Paypoint	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
		Sp.f	Sp.a	Sp.f	Sp.a	Sp.f	Sp.a
Level 1	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,098.90	133,027	5,302.90	138,349	5,462.00	142,500
	Paypoint 3	5,189.10	135,380	5,396.70	140,796	5,558.60	145,020
Level 2	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,379.30	140,342	5,594.50	145,957	5,762.30	150,334
	Paypoint 3	5,474.50	142,826	5,693.50	148,539	5,864.30	152,995
Level 3	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,675.20	148,062	5,902.20	153,984	6,079.30	158,605
	Paypoint 3	5,775.50	150,679	6,006.50	156,705	6,186.70	161,407
Level 4	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	5,987.30	156,204	6,226.80	162,453	6,413.60	167,326
	Paypoint 3	6,093.30	158,970	6,337.00	165,328	6,527.10	170,287
Level 5	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	6,316.60	164,796	6,569.30	171,388	6,766.40	176,531
	Paypoint 3	6,428.30	167,710	6,685.40	174,417	6,886.00	179,651
Level 6	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	6,664.10	173,862	6,930.70	180,817	7,138.60	186,241
	Paypoint 3	6,781.90	176,935	7,053.20	184,013	7,264.80	189,534
Level 7	Paypoint 1	-	-	-	-	-	-
	Paypoint 2	7,030.60	183,423	7,311.80	190,760	7,531.20	196,484
	Paypoint 3	7,154.90	186,666	7,441.10	194,133	7,664.30	199,956
Level 8	Paypoint 1	7,415.00	193,452	7,711.60	201,190	7,942.90	207,225
	Paypoint 2	7,548.40	196,932	7,850.30	204,809	8,085.80	210,953
Level 9	Paypoint 1	7,822.80	204,091	8,135.70	212,255	8,379.80	218,623
	Paypoint 2	7,963.60	207,765	8,282.10	216,074	8,530.60	222,557
Level 10	Paypoint 1	8,253.00	215,315	8,583.10	223,927	8,840.60	230,645
	Paypoint 2	8,427.00	219,855	8,764.10	228,649	9,027.00	235,508

•The Department of Education State School Teachers' Certified Agreement 2019, promotional position classification structure removed paypoint 1 within Stream 2 and Stream 3 (Level 1-7).



# Salary Schedule – Supply Teachers

Supply Teachers						
	Salary	Salary	Salary	Salary	Salary	Salary
	01/07/2022	01/07/2022	01/07/2023	01/07/2023	01/07/2024	01/07/2024
	Sp.f	Sp.a	Sp.f	Sp.a	Sp.f	Sp.a
	88.6486	443.24	92.1934	460.97	94.9585	474.79

•The Department of Education State School Teachers' Certified Agreement 2019, promotional position classification structure removed paypoint 1 within Stream 2 and Stream 3 (Level 1-7).



# Cost of Living Adjustment

An eligible employee covered by the proposed agreement could receive up to three payments under an applicable COLA clause:

- 30 June 2023 (COLA Payment Year 1);
  - 30 June 2024 (COLA Payment Year 2); and
  - 30 June 2025 (COLA Payment Year 3).
- Up to 3% above annual wage increase (lump sum).
  - Paid on base wage
  - Effect of terms to support COLA model available on [OnePortal](#).



# Attraction and Retention Initiatives

- An overall attraction and retention package for regional, rural and remote employees
- Enhancements to the existing Recognition of Rural and Remote Service (RoRRS) Scheme.
- Enhancements (to existing and new entitlements) will be effective from 23 January 2023.



# RoRRS Enhancements

- Inclusion of clauses from the *letter of exchange regarding implementation of the Remote Incentives Trial Recommendations*:
  - the RoRRS advisory committee continuing in its role;
  - as determined by the TR consultation group, schools that are subject to two or more points within the TR scheme will be review on an annual basis;
  - The TR consultation group terms of reference will determine the criteria, process and timing in which schools will be reviewed annually;
  - 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.





# RoRRS enhancements

- RoRRS Scheme Recognition of Service payment and Recognition of Location Travel allowance will be paid in accordance with the proposed Agreement:

Recognition of Service Payment			
Transfer Rating	Year 1	Year 2	Year 3 – 8
	(\$)	(\$)	(4)
4	1,200.00	1,800.00	2,400.00
5	1,800.00	2,700.00	3,600.00
6	2,400.00	3,600.00	4,800.00
7A	3,000.00	4,500.00	6,000.00
7B	3,000.00	4,500.00	6,000.00
7C	3,000.00	4,500.00	6,000.00



# RoRRS enhancements

- Payment and allowances clearly itemised on the payslip.
- Where a teacher can access recognition of travel allowance ‘teacher’ and ‘dependent’, payment will comprise of 2 distinct components.
- The Recognition of Travel allowance – dependant (2 years+) will be paid as the same rate as the Recognition of Location Travel allowance – teacher.



# RoRRS enhancements

- An additional flight per annum for teachers who are located on the most remote locations.
- In addition to 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 teacher 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.



# RoRRS enhancements

## *Beginning Teachers*

- Beginning Teacher one-off payments (effective 23 January 2023):

Beginning Teacher one-off payment	
Transfer Rating	(\$)
4	1,000.00
5	1,000.00
6	1,500.00
7A	2,000.00
7B	2,000.00
7C	2,000.00

- Fixed for the life of the agreement.



# RoRRS enhancements

## ***Professional Learning Opportunities***

- 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 TR4 – TR7).



# NEW attraction and retention payments

- A Regional Attraction and Retention payment of \$900 per annum in regional TR2 – TR3, 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, rural or remote 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.



# Attraction initiative

## ***Graduate Teacher registration***

- Effective from 23 January 2023, a Queensland or interstate graduate engaged as a beginning teacher will be reimbursed for an application with the Queensland College of Teachers (QCT).



# State School Resourcing review

- The Department will undertake a comprehensive review of the school resourcing arrangements, including methodologies, procedures and systems.
- Review to be completed and presented to the Minister for Education by no later than 31 December 2024.
- Subject to Government approvals, outcomes of the review will inform negotiations for a future certified agreement.





# State School Resourcing review

- Amongst other factors, the review will take into account:
  - The components of teachers, heads of program and school leaders' duties (including bus and playground duty, delegations and administrative tasks);
  - Specialist Teachers (Music);
  - Instrumental Music instructors/teachers; and
  - Numbers of beginning and early career teachers.
- The review will also consider effects of changes to resourcing arrangements and associated processes, including the Principal Classification: Total Government Resource Thresholds.



# State School Resourcing - Principals

- As an interim measure pending outcomes of the review of state school resourcing arrangements:
  - primary school Principals with student enrolments greater than 1100, may, in exceptional circumstances be engaged for an appointment to a higher level (i.e. Level 8 or Level 9); and
  - where school resourcing allocates a Principal Level 3 and a Deputy Principal to a school, the Principal may be eligible for an appointment to a higher level (i.e. Principal Level 4).
- Subject to Director-General approval



# Transfer Rating System

- The Department will undertake a comprehensive review of the transfer rating system.
- Review to be completed and presented to the Minister for Education by no later than 31 December 2024.
- The review will 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.



# Health, Safety and Wellbeing

- The Health, Safety and Wellbeing provisions have been updated and strengthened to:
  - further support the Department's existing procedures and commitments; and
  - 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.



# Workload management

- Workload Management and Principles of Good Workload Management provisions have been strengthened to recognise safe work environments and practices in relation to all duties, tasks and responsibilities of a role and taking all reasonable steps to support teachers, heads of program and school leaders.



# Workload management

## Administration time – Teaching Principals

- Effective 23 January 2023, the Teaching Principal administration time for Principals with up to 124 student enrolments will be increased as follows:

Enrolment	Release Time
0 – 25 students	0.10 FTE to 0.20 FTE
26 – 99 students	0.15 FTE to 0.25 FTE
100 – 124 students	0.25 FTE to 0.30 FTE



# Workload management

## Internship Programs

- definition of Intern updated
- reaffirmed department consultation with QTU on current and future internship program arrangements; and
- two additional TRS days, per year (one per semester) allocated to each supervising teacher (FTE)



# Workload management

## Digital Technologies

- 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





# Community Teacher restructure

- Effective from 1 July 2022, the current seven steps will be reduced to four steps and employees will be transitioned:

Current Community Teacher	Salary	New Community Teacher	Salary
	1/01/2022		1/07/2022
	\$p.a		\$p.a
Step 1	55,283	Step 1	
Step 2	58,270		
Step 3	61,286		
Step 4	64,417		
Step 5	67,561	Step 2	
Step 6	69,940	Step 3	
Step 7	72,353	Step 4	

- Community Teachers will no longer be distinguished as *Community Teacher A* or *Community Teacher B* as defined in Schedule 1 of the Award.



# Senior Community Teacher

- Senior Community Teacher will be introduced
- A Community Teacher will be eligible for progression to Senior Community Teacher when they apply and meet the following criteria:
  - employment with the Department as a permanent Community Teacher;
  - who has been on step 4 for at least 12 months from 1 July 2022; and
  - signs an undertaking committing to perform higher level duties to be incorporated into a Personal Action Plan.



# Other Key Elements

## ***Specified sites allowance***

- The current specified sites allowance has been extended to teachers in Youth Detention Centres, which are:
  - Brisbane Youth Detention Centre;
  - Cleveland Youth Detention Centre;
  - West Moreton Youth Detention Centre; and
  - other Youth Detention Centres as may from time to time be approved by the employer.

## ***Supply Teacher – meal breaks***

- Clarification of entitlement to an uninterrupted 45 minute meal break



# Other Key Elements

## ***Paid Parental Leave***

- In addition, if an employee's period of employment are:
  - A combination of long term casual (as defined in Directive 05/20); and
  - An employee meets all other requirements of Directive 05/20;
- An employee will be eligible to apply for paid parental leave.
- Conditions apply.



# Other Key Elements

## ***Extension of spread of school hours***

- Introduction of teacher discretion on the use of 3 out of 25 staff professional development hours
- Specifies the fixed and flexible staff professional development hours
- Provision of an additional flexible staff professional development day where Australia day public holiday falls on the first Tuesday of a school year.



# Other Key Elements

## ***Temporary Teacher Professional Development***

- Removed requirement for schools to fund one of the two mandatory student free days prior to the commencement of student instruction.
- Includes signpost to *Directive 15/20 – Positive Performance management* (or its replacement)

## ***Instrumental Music Instructors/Teachers***

- As determined at the local level, one day non-instructional time per Instrumental Music Instructor/Teacher



# Other Key Elements

## ***Release time for LCC members***

- Clarifies ‘reasonable release time’
  - Sufficient time that is appropriate and proportionate to the circumstances, to enable members to conduct required broad consultation.
  - Release time may occur during schools hours provided that teaching and learning is not disrupted and work requirements are not unduly affected.
- ***Cultural Respect, Recognition and Support***
- Recognise that First Nations employee may experience racism and environments that are culturally unsafe.
- Committed to eliminating racism from schools and creating inclusive workplaces including the provision of ongoing cultural capability in workplaces.





# Other Key Elements

## ***Memorandum of Agreement***

- Creation of a new MOA in emergent circumstances and/or matters relevant to this agreement, such as:
  - facilitating new projects and policy initiative;
  - circumstances that apply to a specific workplace or group of workplaces; and/or
  - circumstances that apply to a specific group of employees.
- Recognises that the creation of a new MOA with no cost implications be subject to negotiations between the parties. However, should any new MOA contain an additional cost it is at sole discretion of the Department to approve or reject.
- MOA will have a basic template and structure.
- Commits to parties to review all existing MOA within six months from the date of certification:
  - clarify the purpose
  - simplify and remove ambiguous provisions
  - remove duplication of legislation and/or other information (e.g. Directives)
  - Replace any complex terminology





# Other Key Elements

## ***Maximisation of permanency and conversion***

- 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 terminate the *Temporary State School Teachers and Instrumental Music Instructors Memorandum of Agreement*



# Addressed operationally or through policy

- Special Leave – application for Sorry Business/Kinship Obligation
  - Up to three days per year will not be unreasonably refused
- Specialist Teachers (Music)
  - Representation on the establishment of the *Australian Curriculum Implementation Advisory Working Group*
- District Relief and Local Relief Teachers
  - Review existing information regarding the management of DRT/LRT (e.g. *Factsheet: DRT and LRT*)
- Fatigue Management
  - Develop a flexible health, safety and wellbeing guide for fatigue management (e.g. fatigue management principles)





# 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 24 October 2022 and runs until 7 November 2022 inclusive.



# Ballot Process

Ballot to be help by CorpVote Pty Ltd and will be open for 15 days

Opens	Closes
12:01 am (AEST QLD time), Tuesday, 8 November 2022	11:59 pm (AEST QLD time), Tuesday, 22 November 2022

- Employees can vote online or via telephone
- Staff on leave during the ballot period will receive voting information via post



# 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.



# Certification

- Certification of the proposed agreement by the QIRC will follow if ballot is successful
- Once formally certified by the Queensland Industrial Relations Commission (QIRC), the proposed agreement will administratively operate from 1 July 2022 for a 3 year period, with an expiry date of 30 June 2025.
- Anticipated timing: **end of 2022**



# Further information

- [OnePortal > Awards, certified agreements and pay rates > Teachers', Heads of Program and School Leaders' awards and agreements](#)
  - Proposed *Department of Education State School Teachers' Certified Agreement 2022*
  - Explanatory Notes: *Department of Education State School Teachers' Certified Agreement 2022*. Reflects the changes in the proposed agreement compared with the current agreement.
  - Terms of effect COLA model
- Contact: Enterprise bargaining team on [EB.HUMANRES@qed.qld.gov.au](mailto:EB.HUMANRES@qed.qld.gov.au)

