



QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES

IEU Independent
Education
Union
Queensland and Northern Territory Branch

QTU and IEUA-QNT Pre-Service Teacher Presentation 2020

Presented by

Elissa Ferguson
(QTU)

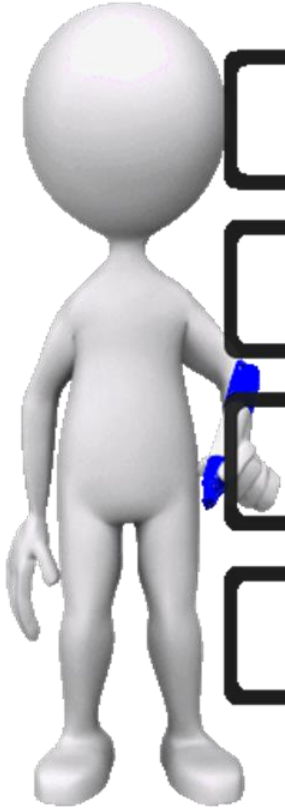
Matthew Kliese
(IEUA-QNT)

Cherie Wills
(IEUA-QNT)



We acknowledge the original people on whose land we are individually meeting on and pay our respects to the traditional owners of those lands.

Presentation Overview



An overview of the QTU and IEUA-QNT

Conditions of employment

Support and information available

How to join

What is a Union?

“An organisation of workers or employees who have formed together to achieve common goals.”

“Unions provide members with information, advice and support so that people can be fairly rewarded for their work.”

What does a unionist look like?

<https://youtu.be/SkEHQeWVhWA> (1:23min)

Who is the QTU?

The Queensland Teachers' Union is a democratic organisation started by teachers for teachers. We are here to help you in times of difficulty, to negotiate better pay and conditions and to work on your behalf to promote the teaching profession.



QTU history


- The QTU was established in 1889 and acts as the voice of approximately 48,000 teachers in Queensland Government primary schools, high schools, secondary and TAFE colleges
- The QTU is one of the largest unions in Queensland




QTU Membership



- Currently our membership includes over 90% of the state school teachers and education leaders.
- This level of membership ensures that we are in a strong position to lobby and negotiate, and enables us to provide quality services to our members across the state.



Who is the IEUA-QNT?



The Independent Education Union of Australia is a democratic organisation originally started by teachers for teachers. Our Union consists of 17000 teachers, school officers, support and services staff, early childhood educators and assistants, principals as well as staff in English language colleges and registered vocational education and training organisations throughout Queensland and the Northern Territory.

IEUA-QNT history

In 2019, we celebrated our 100 year legacy as a strong union

The IEUA-QNT was formed in 1919 as a direct response to major industrial reforms in Queensland under a Ryan government. Teacher unionism started developing through these reforms, fighting not just for industrial rights, but for professional development and professional status.

We have collectively and persistently represented the best interests of education professionals in Queensland and, more recently, the Northern Territory.

Over the years, members have led significant campaigns and won hard-fought battles that helped secure the professional futures of all employees in the non-government sector.





IEUA-QNT Membership

Across the Independent sector we currently represent the majority of employees.

This level of membership ensures that we are in a strong position to lobby and negotiate, and enables us to provide quality services to our members across Queensland and the Northern Territory.

Who do we cover?

- Teachers
- Principals
- Assistant Principals
- Teacher Aides
- Trainers and Assessors
- Tutors
- Administration staff
- Grounds staff
- Cleaners
- Counsellors

What type of schools?

- Catholic
- Anglican
- Lutheran
- Grammar/PMSA
- Independent
- Kindergartens
- Christian
- ELICOS/RTO
- Trade Colleges

What does the QTU and the IEUA-QNT do?

The QTU and IEUA-QNT represents, supports and advocates for teachers in Queensland schools in four main areas:

- professional
- industrial
- legal
- social justice

Your Professional Voice

The QTU and the IEUA-QNT is your voice on issues such as curriculum, pedagogy, assessment, registration and professional standards.

It represents you at the:

- Queensland College of Teachers (QCT),
- the Queensland Curriculum and Assessment Authority (QCAA)
- the TAFE Consultative Committee (QTU specific)
- Early Childhood Governing Bodies (IEUA-QNT specific)
- Working Parties with employing bodies

Real teachers are your representatives for your voice

Your Professional Voice

Real teachers get to be the voice of the profession

QTU Rep - Natalie

Natalie is currently an elected member of the Queensland College of Teachers board representing state schools and Deputy Chair of the Queensland College of Teachers Professional Standards Committee.



She is an elected member of the QTU Executive and represents Wynnum Branch on State Council and Area Council. She holds a number of elected positions within the QTU, including membership on the Professional Issues Committee and Women Teachers and Girls Education Committee. Natalie is a primary school teacher with twelve years' experience. She has taught at primary schools in the Logan and Redlands area.

Your Professional Voice

The QTU and IEUA-QNT also has representation and involvement on:

- University committees
- Board of Review
- Teachers' Mutual Bank
- Q Super
- NGS Super
- Union Shopper
- Teachers Union Health

Professional

The QTU provides a high quality professional development and training for teacher members including associate members through the Queensland Education Support and Training (QuEST) arm of the QTU.

This training is provided statewide, face to face and live online. As a not-for-profit initiative, QuEST aims to keep professional development affordable.



Professional

Beginning Educator Network (IEUA-QNT)

- ❖ BEnet is our professional and social network for teachers in their first 5 years of education
- ❖ Facilitate Professional Development sessions
 - ❖ Mixed Delivery
- ❖ Access to the Teacher Learning Network online PD sessions when you commence in the classroom
- ❖ Do you need a mentor? Engage in our Mentor program for 2021
- ❖ Portfolio Proforma for provisional registration to full registration
- ❖ Facebook Group
- ❖ Social and Networking events
 - ❖ Book Club about to commence

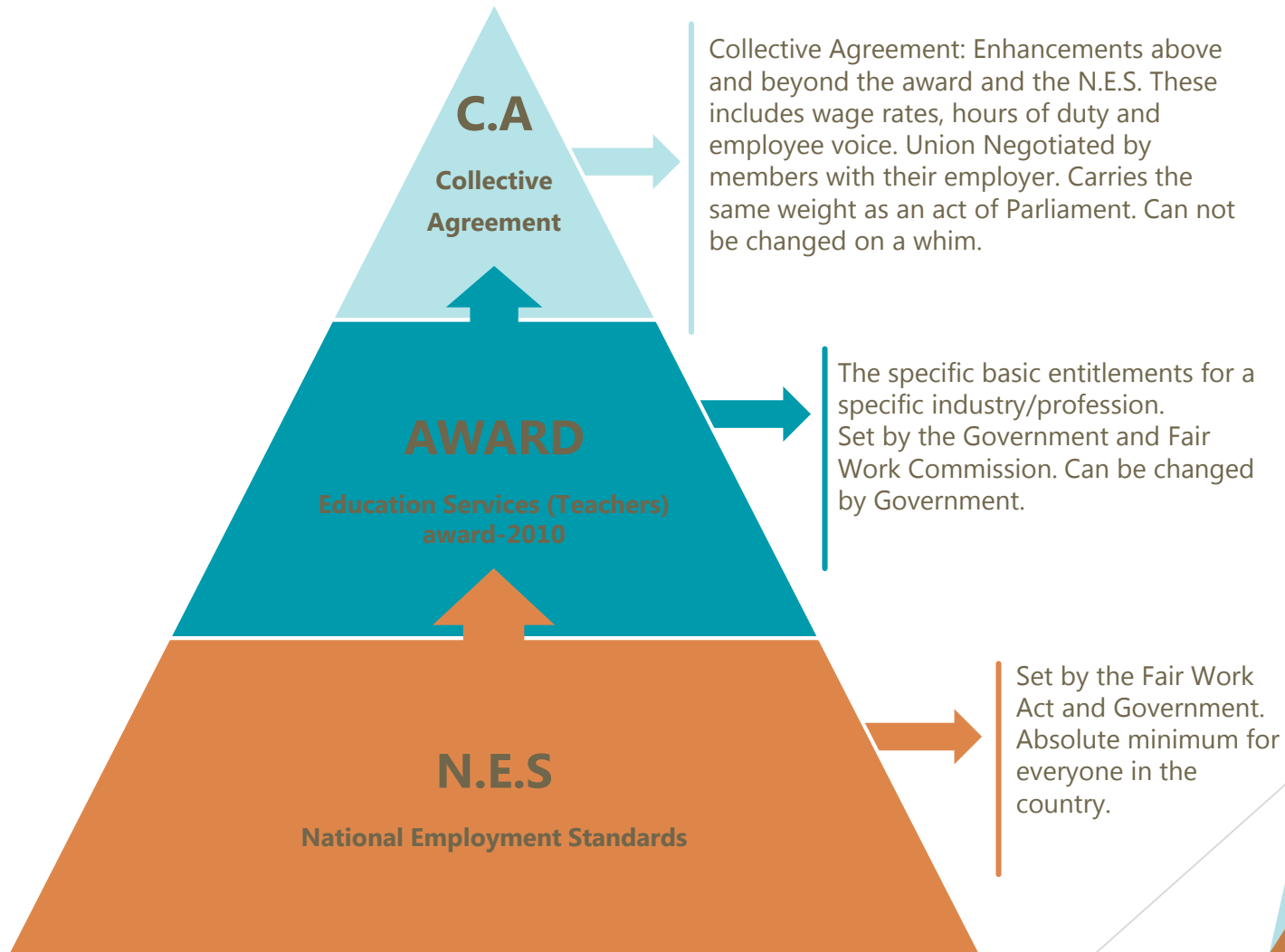
BEnet@qieu.asn.au

Industrial

This is the management of work-related obligations and entitlements between employers and their employees

- ▶ Working conditions
- ▶ Salary scales
- ▶ Leave provisions
- ▶ Access to long service leave
- ▶ Paid Parental Leave
- ▶ and many more...

Industrial Instrument Framework



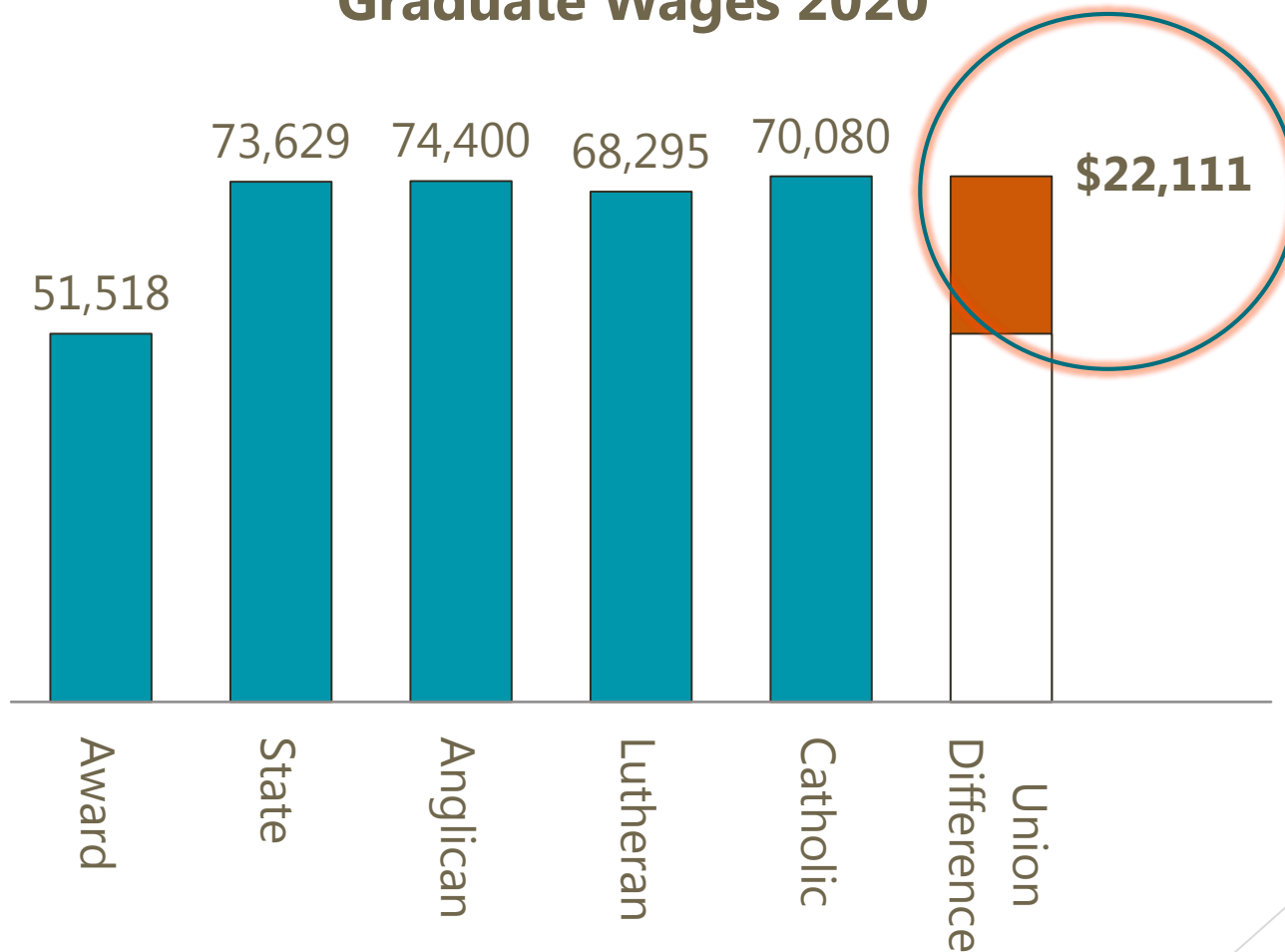
The Union Difference

- Beginning teacher salary 2012 \$71,834 pa
- Beginning teacher salary 2013 \$71,834 pa
- Beginning teacher salary 2014 \$71,834 pa
- Beginning teacher salary 2015 \$71,834 pa
- Beginning teacher salary 2016 \$71,834 pa
- Beginning teacher salary 2017 \$71,834 pa
- Beginning teacher salary 2018 \$71,834 pa
- Beginning teacher salary 2019 \$71,834 pa
- Beginning teacher salary 2020 \$73,629 pa

In the past 8 years, beginning teacher salaries have gone up almost 26% due to QTU and IEUA-QNT advocacy to ensure there are good incentives to attract teachers to the profession.

Industrial

Graduate Wages 2020



- Correct at Feb 2020 - Rates are as of 1 July 2020
- Award rate as of 1 July 2019, with 2.5% increase = \$20,823.05 difference vs State
- Catholics and Lutherans sectors are currently in negotiations

Agreements

The IEUA-QNT have more than 240 separate collective agreements covering over 700 schools, kindergartens and private training institutions negotiated and enforced by our union in Queensland alone.

- ▶ Catholic Diocesan
- ▶ Catholic RI
- ▶ Catholic EREA
- ▶ Anglican
- ▶ Lutheran
- ▶ C&K Kindergartens
- ▶ Benevolent Society
- ▶ Goodstart Kindergartens
- ▶ Mission Australia
- ▶ International Education Services
- ▶ Sarina Russo
- ▶ Brisbane Grammar Girls
- ▶ Brisbane Grammar Boys
- ▶ Ipswich Grammar Girls
- ▶ Ipswich Grammar School
- ▶ Rockhampton Girls Grammar School
- ▶ Rockhampton Grammar School
- ▶ Townsville Grammar
- ▶ Toowoomba Grammar
- ▶ Australian International Islamic College
- ▶ Autism Queensland
- ▶ Fairholme College
- ▶ Hymba Yumba
- ▶ John Paul College
- ▶ Montessori School
- ▶ Moreton Bay College
- ▶ YMCA Vocational Schools
- ▶ PMSA

Industrial

Conditions vary from school to school, sector by sector.

Below is a list of working conditions the QTU and IEUA-QNT members have negotiated into Agreements

- ▶ Salary classifications
- ▶ Teaching load
- ▶ Transfers
- ▶ Preparation and correction time
- ▶ Playground duty
- ▶ Staff meetings
- ▶ Professional development
- ▶ Parent/teacher consultations
- ▶ School assembly
- ▶ Pastoral care
- ▶ Mentoring for graduates
- ▶ Leave entitlements
- ▶ Timetabling including NCT
- ▶ RAIS (remote area incentive scheme)
- ▶ Temporary engagements
- ▶ Permanency
- ▶ HAT and LEAD recognition and support
- ▶ Middle Leader recognition and support
- ▶ Permanency
- ▶ Part time

Basic Guide to Working Conditions (State Schools)

- ▶ a full time teacher will have 25 hours (1500 minutes) of rostered duty time per week
- ▶ rostered duty time includes face-to-face teaching duties, associated professional duties, non-contact time and a rest pause (10 minutes)
- ▶ duties undertaken outside rostered duty time (e.g. school camps) should only occur on a voluntary basis
- ▶ teachers are expected to be on site throughout the length of the working day.
- ▶ preparation and correction or non-contact time is to be used for school related tasks
- ▶ teachers are required to attend staff meetings as called by the principal from time to time.

Legal Assistance

The legal assistance offered to members by the QTU and the IEUA-QNT is one of the most important services offered by our unions. It helps to protect teachers in the course of their professional duties.

It is your professional insurance.

In a year, there can be over 3000 investigations conducted by the department.

Consider what you would do if you were told you were under investigation.

Legal Assistance

The QTU's and IEUA-QNT's Legal Assistance Scheme consists of three separate elements:

- **Free legal assistance**
- **Subsidised legal assistance**
- **Extended legal assistance**

Members have access to legal advice and representation from lawyers specialising in education and employment law, and it's free in cases arising from your work.

Legal Assistance

Case examples

- Police interview where no charges were laid - **\$2000**
- Criminal trial where teacher was acquitted of allegations of inappropriate touching - **\$94,000**
- Unfair dismissal claim - **\$100,000**
- Representing member in a workplace health and safety matter - **\$6000**

Legal Assistance

Some of the key financial recoveries for IEUA-QNT members in 2019 included:

- Over \$70,000 in the settlement of a bullying and harassment claim
- Nearly \$40,000 in the settlement of a discrimination claim
- More than \$30,000 in a severance payment recovery
- Close to \$25,000 in the recovery of underpayment of wages

Legal Assistance

Teachers face legal pitfalls in their teaching day:

- ▶ Risk of action being taken against teachers arising out of accidents to students.
- ▶ Members of the public can make accusations against teachers which are damaging and can cause great anguish. (*social media rants*)
- ▶ Teachers are sometimes insulted in front of their students or in the presence of their peers.
- ▶ Teacher even physically assaulted by their students or members of the community.

Legal Assistance

Free legal assistance may be granted to matters both civil and criminal arising directly from their employment.

Examples include:

- ▶ Assault charges
- ▶ Physical abuse allegations
- ▶ Departmental investigations
- ▶ Parental complaints
- ▶ Student accidents
- ▶ Abuse/threats against members
- ▶ Disciplinary action
- ▶ Civil action against the department.

Why be a Union Member?

- ▶ **Professional career security and protection**
 - ▶ Legal protections and representation
- ▶ **A stronger voice...**
 - ▶ when it comes to collective bargaining
 - ▶ protecting and enhancing the working conditions of members across the sector
 - ▶ ensuring recognition for the professional judgements made in teaching and the role support staff play in our workplaces
 - ▶ for social justice and ensuring community values and needs are heard and fought for.



Education students

Do what teachers do ...
... join the QTU!

Go on – it's free!*

The Queensland Teachers' Union (QTU) is the professional, industrial and legal voice of state school teachers across Queensland. More than 47,000 teachers and school leaders choose to be members of the QTU, because it advocates for teachers in a range of forums and is professional, courageous, united, democratic and member-focussed in its pursuit of recognition for the great work teachers do.

As a pre-service teacher, you are eligible for **FREE student membership*** of the QTU while you are studying education. Go to our website at www.qtu.asn.au/join to join online. It's quick and easy to do!

Here are 10 top reasons to join the QTU:

- The QTU provides you with current information regarding Department of Education (DoE) processes, particularly those needed to get a job when you graduate.
- The QTU provides regular information updates on its website, Facebook page and Instagram account - very useful for student members like you during prac and as you navigate the school landscape.
- The QTU negotiates teachers' working conditions with the DoE, as well as internship agreements with universities. These are available on the QTU website at www.qtu.asn.au/advice/internship-agreements.
- You can access a range of face-to-face and online professional development programs through QTEC and QuEST – the QTU's training and professional development arms. Many of these are free for members.
- You can also get access to a bundle of online resources specifically for new educators like you. These resources are for members only. Visit www.qtu.asn.au/newteachers to find out more.
- Once you're a QTU student member, help is never far away – just contact the Queensland Teachers' Assist Desk
- (QTAD), the Union's invaluable general information and advice service. You can call QTAD on 1300 117 823 or email qtad@qtu.asn.au
- For more complex matters, experienced QTU Officers (all former teachers themselves) can provide you with support and advice around any problems that arise during your professional experience (prac).
- When you join the QTU as a student member, you immediately become an essential part of a statewide community of teachers. That's why Regional and Metro Organisers put on a range of networking and social opportunities giving you a chance to connect with like-minded professionals.
- The QTU supports you in your teacher training and works hard with your university to make sure the system works well for everyone. For example, the QTU has negotiated with universities to secure a pay increase for supervising teachers, to ensure the work teachers do in supporting preservice teachers is fairly recognised.
- Student members can access the excellent resources of the QTU Library, based at the QTU head office in Milton. For enquiries, email library@qtu.asn.au



The strength of the Union is in its membership. More than 47,000 teachers are members of the Union. Join your colleagues now! If you have any further questions regarding membership of the QTU, contact us at membership@qtu.asn.au

*Membership is free until you begin paid employment with the Department of Education.



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



Join us today:

www.qtiu.asn.au/join

<https://youtu.be/3jjUUDdI118>

(1:10min)

<https://youtu.be/4AwT6Lt6hpA>

(1:32min)

How to Join the QTU and the IEUA-QNT

- Complete joint associate membership form
- Associate membership is **FREE**
- Essentially the QTU and the IEUA-QNT perform the same role. IEUA-QNT or QTU membership is determined by your employment sector.

QTU

[https://qtuws01.qtu.asn.au/JoinOnline/AS JoinOnline Form/AS JoinOnline Form](https://qtuws01.qtu.asn.au/JoinOnline/AS_JoinOnline_Form/AS_JoinOnline_Form)

IEUA-QNT

<https://www.qieu.asn.au/about-your-union/join-ieua-qnt>

Associate members of the QTU have access to the following when they join:

- Qld Teachers Assist Desk (QTAD) for quick information and advice on your working conditions
- Access to union training through QTEC (QTU Education and Training Centre)
- Access to QuEST (Qld Education Support & Training) for affordable professional development statewide, face to face and online.
- QTU Library
- Queensland Teachers' Journal
- Attendance at QTU meetings

Associate members of the QTU have access to the following when they join:

- Assistance from QTU officers and staff
- Legal assistance during practicums, internships and other school-based placements to meet education course completion requirements
- A copy of the e-newsletter QTU FLARE
- Access to Union Shopper
- Eligibility to join Teachers' Union Health

Associate members of the IEUA-QNT have access to the following when they join:

- BEnet social events
- Access to Professional Development sessions, social and networking events
- Collaborate with peers in our Facebook Group
- Registration opportunities for our mentoring program in 2020-21
- Union journals, newsletters and communications
- Industrial support
- Legal Liability insurance whilst you are on practicum
 - Helpline : (07) 3839 7020
- Contract checks, when you do get a job

BENet Calendar – Term 3 2020

Professional Development and Network Sessions

Date	Time/Venue	Topic	Presenter/s
<u>Wednesday,</u> 29th July	4:30pm to 5:30pm <u>Online</u> : Zoom	Intergenerational Trauma and the Importance of Reconciliation: Part 1	Donna Hensen
<u>Thursday,</u> 30th July	1:00pm to 1:45pm Online: Zoom	Work for Brisbane Catholic Education - Online information session for Pre-service Teachers	The Talent Attraction Team BCE
<u>Thursday,</u> 6 th August	4:00pm – 5:00pm Online: Zoom	Understanding Your Super and ensuring it is working hard for your future	Graham Burke NGS
<u>Friday,</u> 7th August	4:30pm to 5:30pm Online: Zoom	Work for Brisbane Catholic Education - Online information session for Pre-service Teachers	The Talent Attraction Team BCE
<u>Tuesday,</u> 11 th August	4:30pm to 5:30pm Online: Zoom	Implementing Knowledge of Intergenerational Trauma into the Classroom: Part 2	Donna Hensen
<u>Thursday,</u> 13th August	4:30pm to 5:30pm Online: Zoom	Health and Safety Representatives in the Workplace	

Term 3 IEUA-QNT Events

<u>Tuesday,</u> 25th August	4:30pm to 5:30pm Online: Zoom	Education Profession Overview	Richard Lee, Aaron Watson and Cherie Willis
<u>Friday,</u> 25th September	TBC	NETworking on the Green (Barefoot Bowls)	Various activities
<u>Sunday,</u> 4 th October	3:00pm – 4:00pm Online: Zoom	IEUA Book Club “Too Much Lip” By Melissa Lucashenko	The IEUA Team

Once You Graduate...

- ▶ What happens to my membership when I graduate?
 - ▶ IEUA-QNT Call Centre follow up
 - ▶ Do you want to be financial?
 - ▶ Full membership conditions will be discussed if you wish

How to Join the QTU and IEU

- Complete associate membership form and hand it to us today

[https://qtuws01.qtu.asn.au/JoinOnline/AS JoinOnline Form/AS JoinOnline Form](https://qtuws01.qtu.asn.au/JoinOnline/AS%20JoinOnline%20Form/AS%20JoinOnline%20Form)

<https://www.qieu.asn.au/about-your-union/join-ieua-qnt>

- Associate membership is FREE (you do not pay anything until such time you gain paid employment with an employer in the private sector)

Questions?



Contact our Union



- ▶ **Web:** www.qtu.asn.au
- ▶ **Email:** qtu@qtu.asn.au
- ▶ **Phone:** 07 3512 9000
- ▶ **QTAD:** 1300 11 7823

- ▶ Send an email to enquiries@qieu.asn.au
- ▶ Call us on 1800 177 938
- ▶ Or find us on online at the links below



[facebook.com/queenslandteachersunion](https://www.facebook.com/queenslandteachersunion)



www.qieu.asn.au



www.facebook.com/ieuaqnt



[@TheQTU](https://twitter.com/TheQTU)
[@QTUPresident](https://twitter.com/QTUPresident)



[@IEUAQNT](https://twitter.com/IEUAQNT)



[@theqtu](https://www.instagram.com/theqtu)



www.youtube.com/ieuqnt