



## Anglican Schools Collective Bargaining 2008

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**CHAPTER BRIEFING No. 5**

# Snap Employer Survey

## Links Pay Offer to Time Grab

### Single Bargaining Meeting Postponed Until October

Dear Colleagues

Employee representatives were surprised and disappointed to find the employer team had determined to put an abridged employer offer directly to employees the day before the Anglican Single Bargaining Unit was due to meet to consider outstanding matters relating to both the employer and employee claims.

Whilst some heads of school chose not to distribute the employer survey on Monday it is our understanding that all employees and, particularly teachers, will be asked to vote on the offer in the near future.

Whilst QIEU respects the right of the employer to consult employees, the timing of the consultation and the unequivocal "take it or leave it" nature of the employer position gave the employer no capacity to negotiate meaningfully at the SBU until the result of their survey was known.

#### Clarification of Employer Position

##### (i) Wages

The employee wage claim focused on achieving \$50,000 for graduates and \$75,352 for Band 3 Step 4 teachers by 1 January 2009. Whilst the employer has offered a graduate starting rate of \$51,038 (4.5%) in 2009, they have only offered \$73,085 (6.62%) for teachers with nine years experience. The average increase over the life of the agreement is 14.7%. Employers in their "Employer Offer Explained" erroneously factor in incremental advancement through the life of the agreement to come up with a much inflated percentage increase of 32.67% for a Band 2 Step 2 teacher.

Employees should be aware that the rate proposed by the employer is below that of teachers with the same experience in New South Wales (\$75,352), Victoria (\$75,500) and Western Australian (from 1 June 2009 - \$75,494).

**(ii) Wages Offer Link to Positions of Added Responsibility**

The employer proposal seeks to remove the link between the PAR salary allowance and the pay rate for top level teachers. Given the significant increase on offer to Band 3 Step 4 teachers this equates to a diminished differential between the value of a PAR point and the salary of a classroom teacher. In the 2009 year this equates to \$103 per point, in 2010 \$171 per point and in 2011 \$213 per point.

This position has not been included in the “Employer Offer Explained” document even though it is the employer position at the negotiating table.

**(iii) Wages Offer Link to Senior Teacher**

The employer has proposed to abolish the position of Senior Teacher from 2009. Under this proposal, Senior Teachers completing projects in 2009 will receive an allowance of \$2,800 and in 2010 the position of Accomplished Teacher will be introduced. It should be noted that the employer offer of a \$2,800 allowance falls \$52 short of the current Senior Teacher allowance. The employer has committed to establishing a working party with representatives from QIEU to develop the new Accomplished Teacher structure.

The reduction in the Senior Teacher Allowance does not appear in the “Employer Offer Explained” document.

**(iv) Time Grab**

While QIEU members acknowledge that professional development is a vital part of the profession, they believe the employer needs to make allowances for professional development during existing term time.

To link the lengthening of the school year by six days to a pay offer which falls below the emerging national bench mark makes little sense in terms of good practice and to infer in the “Employer Offer Explained” document that Victorian teachers gave an additional six days in return for a salary increase is less than accurate.

**(v) Maternity Leave**

The “Employer Offer Explained” document makes no reference to parity of paid maternity leave with a State School teacher. The current offer by the employer is to diminish the existing provision and has been rejected by the employee representatives at the table.

<b>Chapter Action</b>
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Chapters are requested to convene an **urgent** meeting this week to consider this briefing in conjunction with the “Employer Offer Explained” document and send copies of the outcome of the meeting to the Principal and QIEU.

In a recent QIEU employee consultation the following positions were endorsed overwhelmingly:

## **Wages**

1. The employers' 1 January 2009 interim wage offer be accepted subject to:
  - The parties committing to reconvening in 2009 following outcomes from Education Queensland negotiations;
  - The employer committing to remuneration which is at least that paid to Education Queensland teachers; and
  - The employer commits to equal percentage increases for teaching staff and non-teaching staff; and

## **Time Grab**

2. Employees acknowledge the importance of professional development but re-affirm their rejection of the employer's six day time grab.

Chapters are requested to consider the "Employer Offer Explained" document and if the Chapter determines to reject the employer position it should re-affirm the previously endorsed employee position above.

The next meeting of the Single Bargaining Unit is proposed for the 17 October 2008.

The next meeting of the Anglican Schools Employee Network is **Thursday, 18 September 2008 at 4.15pm.**

Kind Regards

A handwritten signature in black ink that reads "CR Seymour". The signature is written in a cursive style with a large, sweeping flourish at the end.

**CHRIS SEYMOUR**  
**OFFICER SUPPORTING EMPLOYEES IN ANGLICAN SCHOOLS**