



**Joint Communiqué to Staff of
Anglican Schools in Queensland
Single Bargaining Unit (SBU) meeting held 5 November 2008
[No. 5/2008]**

1. The fifth meeting of the Anglican Schools Single Bargaining Unit (SBU) was held on 5 November 2008 and the following matters were discussed by the parties:

(a) **Salary/Wage Offer**

(i) **Teachers**

The parties agreed that the revised employer offer tabled on 17 October 2008 would be implemented from 1 January 2009.

Step	1 Jan 2008	1 Jan 2009	1 Jan 2010	1 Jan 2011
1	48,841	51,038	53,590	56,270
2	51,434	53,654	56,337	59,154
3	54,111	56,275	59,089	62,043
4	56,811	59,083	62,037	65,139
5	59,517	61,897	64,992	68,242
6	61,776	64,247	67,459	70,832
7	64,033	66,594	69,924	73,420
8	66,290	68,941	72,388	76,007
9	68,546	73,085	77,730	81,617
ST	71,398	74,611	77,968	81,617
ACT	-	-	81,714	85,800

(ii) **Employees Other Than Teachers**

The parties agreed to seek advice from the ASEN on the employer offer to implement a wage increase of 4.5% for each year of the Agreement.

(iii) **Revisit Clause**

The parties acknowledged the uncertainty around teacher salaries in light of interstate increases and agreed to the insertion of a clause to reconvene the Single Bargaining Unit within one month of the Queensland State School Teachers' wages outcome being known to review the wage offer.

Any adjustment to the Anglican Schools' wage offer, arising out of the State Teachers' wage outcome, will be applicable, at the very earliest, from 1 January 2010.

(b) **Positions of Added Responsibility**

The parties agreed that the multiplier to determine the point of pay would be 3.5% of Step 9.

(c) **Tenured Positions of Added Responsibility**

The parties agreed that tenured PAR would move from 3 years to 5 years. Any PAR who currently enjoy unlimited tenure would continue to enjoy this status. After 5 years of tenure, a PAR, on application, could be renewed for a further 5 years subject to a satisfactory appraisal.

(d) **North Queensland Anglican School Officers Classification Process**

The parties agreed that the review of some School Officer classifications in some North Queensland Anglican Schools might be difficult, problematic or subject to appeal. To accommodate this, the parties agreed that, in the above circumstances, North Queensland Anglican Schools could extend the review

and implementation timeline until 1 June 2009 but that any change arising out of the classification process would be backdated to 1 January 2009.

The parties further agreed that this extension of time should be the exception in North Queensland Anglican Schools and not the rule across all Queensland Anglican Schools.

(e) **Additional Professional Development Day**

The parties accepted that the provision to provide additional professional development days in non-term time was not well received by employees in Anglican schools.

In keeping with its commitment to be the employer of choice in the non-government sector, employers offered two professional development days, falling in non-term time, which would be devoted to meeting 10 hours of Queensland College of Teachers (QCT) accredited professional development requirements.

The two days would be voluntary and would only be offered where teachers indicated sufficient interest, making the professional development activities viable to run.

Teachers who undertake the voluntary professional development would be provided with a certificate of completion to meet QCT audit purposes.

(f) **Appointment to an Acting PAR Position**

The parties agreed to regulation governing the appointment to acting position when a PAR takes approved leave. In essence the appointment should be:

- For a minimum engagement of 4 weeks; and
- Rewarded by the quantum of time release and points of pay consistent with Schedule 9 Positions of Added Responsibility.

The parties further agreed that where the position was split between two or more people, the quantum of time release and pay would be split accordingly and that any teacher offered an acting role could negotiate, consistent with Schedule 9, the mix of pay and time release which best suits them.

(g) **Accomplished Classroom Teacher/Boarding Schools Working Parties**

The parties agreed that the Accomplished Classroom Teacher Working Party would commence deliberations in Term One 2009 and aim to provide recommendations to the SBU by Semester Two 2009, with implementation from 1 January 2010.

The parties further agreed that the Boarding Schools Working Party would convene in Term One 2010 and review the current Boarding Schools Residential Award. Any recommendations arising out of this review would be tabled to the SBU in Term Two 2010 for consideration and, if agreed, implementation from an agreed date.

(h) **Vary Long Service Leave (LSL) Provision**

The parties agreed to bring clarity to the suspending of LSL where an employee is sick for more than 7 days.

The parties further agreed that this would occur by re-crediting LSL days to the employee and debiting sick leave accruals rather than extending the employees' LSL.

(i) **School Officer Classification**

The parties agreed on the disputes procedures for School Officers who feel they have not been properly classified, and a savings clause which would, in the unlikely event an employee was classified down, allow them to retain, in real terms, their current remuneration.

(j) **Respect for Employees in the Workplace**

The parties expressed joint concerns about unauthorised intrusions into classrooms and uninvited and/or inappropriate approaches of teachers by parents (or others) at sporting events. Accordingly, the parties agreed to consider whether these concerns could be addressed under the Workplace Health & Safety provisions which currently appear in the Consolidated Agreement and whether appropriate policy could be developed at school level to give clarity as to how and when parents may approach teachers (and other employees) with grievances.

2. Other Matters

- **Flexible Discussions at the Workplace**

The parties were unable to reach agreement on this matter. However, employee representatives agreed to take the matter and the employer's identified examples of how it could work in schools to the Anglican Schools Employee Network for feedback and guidance.

- **Draft Clauses**

The parties agreed that a Technical Committee of employers and employee nominees be set up to develop clauses for the ballot document. Noting the timeline before the end of the school year, the Technical Committee has agreed to develop a document for SBU consideration by 17 November 2008.

- **Timelines** for writing the document, review, employee consideration and ballot were discussed at the SBU. However, given recent advice from the Workplace Authority these will need to be reconsidered at the upcoming meeting. It is still the intention of the parties that the document be considered by employees prior to the end of the current school year and implemented from 1 January 2009.



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