

**QUEENSLAND INDEPENDENT EDUCATION UNION
INDEPENDENT EDUCATION UNION OF AUSTRALIA –
QUEENSLAND & NORTHERN TERRITORY BRANCH**



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22 February 2010

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**ANGLICAN SCHOOLS ENTERPRISE BARGAINING
CHAPTER BRIEFING No. 7**

yourrights@work
worth fighting for

**Senior Teacher Fiasco Exposes Employers
Principals seek to disadvantage teachers**

Dear Colleagues

I write to express my concern at a major shift in employer attitude and thinking exemplified by the Senior Teacher fiasco.

When employees signed off on the Anglican Schools Agreement they had every expectation that the employer would honour the terms and conditions they negotiated and agreed to.

Senior Teacher – What was agreed

Clause 29.1 of the Anglican Agreement states that an Accomplished Teacher Working Party will be established in Semester One of 2009 to consider a draft employer developed Accomplished Classroom Teacher model.

The parties made provision to reconvene the Anglican Single Bargaining Unit again in 2009 with a view to implementation of the Accomplished Teacher classification in 2010.

Employers Fail to meet the Deadline

The Anglican Schools Commission (ASC) contacted QIEU in Term 2 2009 to inform us that the employers did not have an agreed position and that they were unlikely to be ready in 2009.

Whilst this was a clear breach of the Anglican Agreement the ASC indicated they would be ready to convene the Working Party in Semester 1 2010 and, as an interim measure, asked if employees would be agreeable to extending the Senior Teacher classification until the end of 2010 with a 5% increase on the 2009 allowance.

On behalf of employees, QIEU agreed to consult members on this proposal but agreed that it was a fair way of dealing with the employer breach of the Anglican Agreement.

The ASC indicated it would need to seek approval from the Principals prior to finalising the offer.

Principals Fail the Fairness Test

In a decision that beggars belief the Principals, whilst acknowledging that their tardiness in developing a position on Accomplished Teacher had created an untenable situation in relation to Senior Teacher, decided to reject the Anglican Schools Commission position and enforce the terms of the Agreement that saw Senior Teacher phased out from 1 January 2010 even though its replacement Accomplished Teacher would not be ready much before mid-year, if at all.

Return to the Bad Old Days?

Employees might rightly ask if this is a return to the bad old days where the employer believed they could hold employees to contractual obligations but choose not to comply themselves.

Employer/employee relations have moved forward in recent years, therefore it is clearly disappointing that the employers seek to disadvantage employees in this way.

Next Steps

Some Principals, possibly embarrassed by the actions of some of their colleagues, have chosen to continue to pay Senior Teachers with an enhanced allowance. These Principals are to be commended. Others have chosen to embrace old style agendas and take a hard line denying employees access to the allowance even though the disadvantage they seek to exacerbate arises due to the employer's tardiness in developing a position which was a clear breach of the Enterprise Agreement timelines.

Step One

Chapters should convene a meeting of members to consider the action of their employer in relation to the payment of the Senior Teacher Allowance.

- If the employer has shown respect for employees by acknowledging the delay in implementing Accomplished Teacher is an employer matter and has continued to pay the Senior Teacher Allowance with a 5% increase on the 2009 rate, the Chapter should consider Motion 1.
- If the employer has stopped payment, members should consider the motion condemning them for being complicit in seeking to disadvantage employees (Motion 2a) and the second motion (2b) determining to cease carrying out any task associated with the Senior Teacher allowance until the allowance plus an increase of 5% on the 2009 rate is agreed from 1 January 2010.
- If the employer has continued to pay the Senior Teacher allowance but has not increased it by 5% members should consider motion 3.

Step Two

Chapters endorsing Motion 2(a) should also consider formalising the immediate cessation of all activities outside of the 1230 hours for which they are not separately paid, through Motion 2(b).

Whilst I am disappointed to have to write to you in these terms, I am hopeful the employers will see the unfairness of their actions and rectify them.

Working Party – Accomplished Teacher

The employers have belatedly tabled a position paper relating to Accomplished Teacher to form part of the deliberations of the Working Party.

Any teacher who would like to be considered for the Accomplished Teacher Working Party should nominate using the separate nomination form attached to this briefing. It is anticipated that a number of meetings will be required to review / rewrite / agree protocols etc over a period of weeks.

Kind Regards

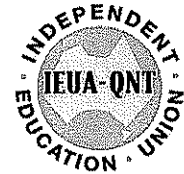


CHRIS SEYMOUR
OFFICER SUPPORTING EMPLOYEES IN ANGLICAN SCHOOLS



ANGLICAN SCHOOLS ENTERPRISE BARGAINING FAXBACK

Fax (07) 3839 7021



18 February 2010

Chapter Briefing No. 7

SCHOOL NAME: _____

Motions

Please endorse the appropriate motion:

1. Where the employer continues to pay Senior Teacher Allowance with at least a 5% increase on 2009 rates:

The Chapter at _____ school congratulates the employer for recognising the contribution of Senior Teachers at the school and properly rewarding them.

CARRIED / NOT CARRIED

OR

- 2(a). Where the Principal has stopped paying the Senior Teacher Allowance:

The Chapter at _____ school condemns the employer for disadvantaging teachers due to the inability of the employers to meet their obligations under the Anglican Agreement and calls upon the employer to reinstate the Senior Teacher Allowance at the rate payable in December 2009 with a 5% increase.

CARRIED / NOT CARRIED

- 2(b). The Chapter at _____ school determines to immediately cease to complete any tasks associated with Senior Teacher status until the employer reinstates the 2009 Senior Teacher allowance with an increase of at least 5% backpaid to 1 January 2010.

CARRIED / NOT CARRIED

OR

3. Where the employer has continued to pay the Senior Teacher Allowance but has not increased the 2009 rate by 5%.

The Chapter at _____ school congratulates the employer on recognising the need to maintain the Senior Teacher Allowance but calls upon the employer to maintain relativity with other Anglican pay steps by immediately increasing the allowance by 5%.

CARRIED / NOT CARRIED

QUALIFICATIONS, ADDITIONS and/or DELETIONS REQUESTED:

.....
.....
.....
.....

If insufficient space, please attach further sheets.

**PLEASE FAX BACK TO QIEU BY CLOSE OF BUSINESS
TUESDAY, 2 March 2010
Fax: 07 3839 7021 or Email jrymer@qieu.asn.au**



ANGLICAN SCHOOLS
ENTERPRISE BARGAINING
FAXBACK



Fax (07) 3839 7021

18 February 2010

Chapter Briefing No. 7

ACCOMPLISHED TEACHER WORKING PARTY

**Expression of Interest to be an
Employee Member of the Committee**

I, _____, wish to be considered as a member of the Accomplished Teacher Working Party.

- Are you currently a Senior Teacher? **Yes** **No**
- Have you served on the School Consultative Committee or other Committees related to employment terms and conditions, eg QIEU Chapter Executive, employee representative on a single bargaining unit? **Yes** **No**

If yes to the above, please provide details of the relevant experience:

- Are you prepared to meet outside work time to develop employee positions and review employee feedback? **Yes** **No**

Contact Details:

Preferred Name: _____

School: _____

Work Telephone: _____

Home Telephone/Mobile: _____

Email: _____

**PLEASE RETURN TO QIEU NO LATER THAN CLOSE OF BUSINESS ON
FRIDAY, 27 February 2010**

Fax: 07 3839 7021 or Email jrymer@qieu.asn.au