



Joint Communiqué to staff of Anglican Schools in Queensland



Single Bargaining Unit (SBU) Meeting held 17 October 2007 [No. 3/ 2007]

A further meeting of the Anglican Schools SBU was held on Wednesday, 17 October 2007.

The meeting was attended by the following Employer and Employee Representatives:-

Employer Representatives	Employee Representatives
Mrs Peta Smith, Executive Director, ASC	Ms Katherine Munro, West Moreton Anglican College
Ms Megan Kavanagh, Senior Associate, Minter Ellison Lawyers	Mr Gerry Kay, St Aidan's Anglican Girls School
Ms Lisa Walker, Special Counsel, Anglican Schools Commission	Mr Kevin Goodworth, Fraser Coast Anglican College
Mr Stephen Tyrrell, Chief Financial Officer, St Margaret's Anglican Girls School	Mr Stewart Eglington, The Southport Preparatory School
Ms Laurie McKenzie, Director of Human Resources, West Moreton Anglican College	Mr Peter Butler-Wood, Anglican Church Grammar School
Mr Alan Campbell, Deputy Headmaster – Administration, Anglican Church Grammar School	Mr Chris Seymour, QIEU
Mr Ross Boyle, Head of Staff and Student Services, St Hilda's School	Mr Nick Sahlqvist, QIEU

1. Background to the Negotiations

In 2006 Anglican Schools entered into a binding Deed of Settlement with the Queensland Independent Education Union. The Deed was expressed to operate in conjunction with the *Anglican Schools Certified Agreement 2004* (having a nominal expiry date of 31 December 2006), for the period 1 January 2007 to 31 December 2007.

The parties entered into this Agreement due to the uncertainty surrounding the WorkChoices legislation with the various High Court Appeals lodged in 2006.

With the impending Federal Election, uncertainty still remains about what the industrial framework will look like post election.

In the light of this uncertainty, the parties have proposed the appropriate course of action is to extend operation of the current Deed of Settlement beyond 31 December 2007 to provide certainty of working conditions for Anglican School employees and employers for the year commencing 1 January 2008 in the spirit of fairness, equity and ongoing positive working relations.

2. Extended Deed

At the SBU meeting, the Employer Representatives tabled a draft Interim Agreement which proposed to extend operation of the Deed of Settlement, from 1 January 2008 to 30 September 2008.

Whilst the extension is set to expire on 30 September 2008, a facility to further extend the Deed until 30 November 2008 has been included, should a replacement agreement not be ready for implementation by 1 October 2008.

3. Additional Matters

The parties have agreed to continue discussions on a number of matters and to include reference to these matters, where agreement can be reached, in the Interim Agreement. The outcomes of discussions held at the meeting between the Employer and Employee Representatives in respect of these matters included:-

3.1 Wage Increase

Agreement that a wage of increase of 4% for all teaching and non teaching employees shall apply to the current minimum wage rates contained in Schedule 4 of the Deed from 1 January 2008.

In addition, the Employee Representatives have requested a minimum wage increase of at least \$30.00 per week or 4% (whichever is the greater) in respect of all non-teaching employees. It was agreed that the Employer Representatives will respond to the employee request at the November SBU meeting..

3.2 Review of PAR Schedule

The Employer Representatives proposed that the Interim Agreement provide for continuation of the review of the PAR Schedule referred to in the Deed, and have agreed to provide the Employee Representatives with a response to the proposed employee amendments to the PAR Schedule, noting any issues associated with those proposed amendments arising out of the modelling of those amendments for three (3) Anglican Schools, by 21 November 2007.

3.3 Parental Leave Guidelines

The Employer Representatives tabled a draft Parental Leave Guidelines document for consideration. The Employee Representatives advised they would discuss this document at an upcoming Anglican Schools Employee Network meeting and report back to the next meeting of the SBU as to the outcomes of that discussion.

The Employee Representatives suggested a further amendment to the Guidelines to incorporate provisions of the *Industrial Relations Act 1999*. The Employer Representatives indicated that as these provisions are already read into the Guidelines, it is possible to incorporate the provisions. The Employer Representatives will seek confirmation on the requested addition from Anglican School employers.

3.4 Review of School Officers Award

The parties (employers, employees and QIEU) received a progress report on the status of the joint review of the provisions in the existing Schedule 1 to the School Officers Award.

The parties agreed to schedule an additional meeting in the week commencing Monday 22 October 2007 to review progress and determine timelines for possible agreement and inclusion in the Interim Agreement.

Any agreement/recommendations from this meeting will be submitted to the full meeting of the Single Bargaining Unit (SBU) on 23 November 2007.

3.5 Joint Communiques

The Employer and Employee Representatives agreed to include some wording in the Interim Agreement to the effect that the terms of the Interim Agreement and any outcomes of discussions at SBU level will be communicated to parties outside of the SBU in the form a joint communique prior to any separate communications being circulated by any of the SBU parties.

4. Issues Outstanding on Employee Log of Claims


Whilst the Employer Representatives expressed a preparedness to discuss the matters outstanding on the Employee Log of Claims, it was noted that it was difficult for the Employer Representatives to commit to discussing these items outside of the context of negotiations for a comprehensive replacement agreement (ie to replace the current Certified Agreement and Deed). However, the Employer Representatives indicated they would consult with Anglican School employers for the purposes of ascertaining which (if any) of these items could be considered in isolation at this stage.

Further Consultation

Both the Employer and Employee Representatives will be consulting with their constituents in respect of the matters raised during negotiations in the coming weeks in order that they will be in a position to productively report to, and further progress negotiations in respect of the Interim Agreement at the next SBU meeting (currently intended to be held on Friday, 23 November 2007).



Peta Smith
Executive Director
Anglican Schools Commission



Chris Seymour
Officer supporting employees in
Anglican Schools
QIEU