

QUEENSLAND INDEPENDENT EDUCATION UNION



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26 August 2008

Angcolb7~27.1

Anglican Schools Collective Bargaining 2008

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CHAPTER BRIEFING No. 4

Employer Wage Offer Tabled – Members Asked to Consider Interim Position

Dear Colleagues

The recent SBU on 14 August 2008 saw the continuation of negotiations between Anglican employees and the Anglican employers for the current round of collective bargaining for the sector. At this meeting, employee representatives received the employers' wage offer of \$73,085 for teachers with nine years experience and clarification of the outstanding issues in the negotiations.

Although this offer would see Anglican teachers amongst the highest paid teachers in Queensland on 1 January 2009, employee representatives were disappointed that it was below the \$75,352 requested, reflecting interstate wage outcomes. Employee representatives are also mindful that teachers in Queensland's public sector are soon to begin negotiations and may achieve higher rates in 2009.

Given this information, Chapters are asked to consider an interim position which endorses the wages the employer has proposed for 2009, but commits the employer to re-entering negotiations following the negotiation of a new state education agreement.

Chapters are also asked to review the employer's six-day time grab and several other issues addressed at the SBU meeting.

Wages

The employee 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 wage position erroneously factor in incremental advancement through the life of the agreement to come up with a much inflated percentage increase.

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 Australia (from 1 June 2009, \$75,494) and may cause employees to question how much they are valued by their employer.

Employee representatives have also pointed out that teachers in Queensland's public sector are soon to begin negotiations. In order to attract and retain high quality staff, Anglican schools have, in the past, paid a premium above the public sector. Furthermore, the next state education agreement may provide experienced teachers with a higher remuneration than what the Anglican employer is currently offering. The ASEN representatives believe it is not sensible to enter into a locked agreement on wages that is below our interstate colleagues prior to any outcome from the public sector.

Employee representatives were also disappointed to learn that the offer for non-teaching staff was lower in years two and three than the offer for teaching staff.

Chapters are asked to consider an interim position which endorses the wages the employer has proposed for 2009, but commits the employer to re-entering negotiations following a new state education agreement.

This will ensure teaching and non-teaching staff receive similar increases in pay and that these increases are on par with increases in the state sector. The attached fact sheet includes a wages table detailing the current offer from the Anglican employer.

Time Grab

The employer has decided not to continue with their proposal to 'bank' time where employees were not timetabled to work the maximum 20 hours and 40 minutes per week. However, SBU employee representatives were disappointed to learn that the employer's six-day time grab is still on the table. 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. Chapter representatives are urged to reject this time grab using the attached faxback sheet.

Positions of Added Responsibility

The employer has proposed 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. Chapters are asked to call on the employer to maintain current practice of linking the value of a PAR point to the pay rates of top band teachers.

The Replacement of the Senior Teacher Position

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 \$2800 and in 2010 the position of Accomplished Teacher will be introduced. It should be noted that the employer offer of a \$2800 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. Chapters are asked to consider a resolution that this working party be established in early 2009.

The Cashing Out of Long Service Leave

The employer has confirmed that any requests for the cashing out of long service leave must only be initiated by the employee and that superannuation will be paid on any cashed out amount.

Maternity Leave

The employer informed the recent SBU that it has not reconsidered its position on maternity leave. Employee representatives noted that the employer's offer of 14 weeks maternity leave inclusive of school vacation time is inequitable as it disadvantages all teaching staff. Teachers working in the state system have access to 14 weeks maternity leave exclusive of school vacation time and Anglican staff also currently enjoy this provision in relation to their 12-week entitlement. Chapter representatives are again asked to call on the employer to revise their offer to 14 weeks maternity leave exclusive of school vacation time as is the practice with the current 12-week entitlement.

The Reclassification of Anglican School Officers

The Anglican School Officer Matrix has been endorsed by the SBU and will be effective in South-East Queensland from 1 January 2009. However, the employer has indicated that North Queensland employers would like to introduce the new structure from 1 January 2010. North Queensland Chapters are asked to discuss this matter and consider the attached resolution.

The Annualisation of Annual Leave Loading

The employer now proposes that the annualisation of annual leave loading will be decided at a school level.

Chapter Action

Chapters are requested to meet to consider the serious issues outlined above. In order to meet the necessary timeline Chapters should convene **NO LATER THAN** Wednesday 3 September 2008 and return the faxback to the QIEU office no later than the close of business on Thursday 4 September 2008.

The next meeting of the Single Bargaining Unit is the 16th September with an Anglican Schools Employee Network meeting on the 18th September.

Kind Regards



TERRY BURKE
GENERAL SECRETARY



Anglican Collective Bargaining 2008

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FAXBACK

Fax (07) 3839 7021

26 August 2008

Chapter Briefing No. 4

SCHOOL NAME: _____

Motions

1. Employees at _____ school propose the following **interim** wage position in response to the employer offer:

- The employer's 1 January 2009 wage offer be accepted;
- The parties commit to re-convening in 2009 following outcomes from Education Queensland negotiations;
- The employer commits to remuneration which is at least that paid to Education Queensland teachers; and
- The employer commits to equal percentage increases for teaching and non-teaching staff.

CARRIED / NOT CARRIED

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

CARRIED / NOT CARRIED

3. Employees at _____ school call on the employer to maintain the current practice of linking the value of a PAR point to the pay rates of Band Three Step Four teachers.

CARRIED / NOT CARRIED

4. Employees at _____ school support the development of a Working Party in early 2009 with representatives from QIEU in order to develop an appropriate Accomplished Teacher structure.

CARRIED / NOT CARRIED

5. Employees at _____ school propose that any requests for the cashing out of long service leave must be initiated by the employee and that superannuation be paid on any cashed out amount.

CARRIED / NOT CARRIED

6. Employees at _____ school call on the employer to revise their offer of maternity leave to 14 weeks leave exclusive of school vacation time as is the current practice with the 12-week entitlement.

CARRIED / NOT CARRIED

For North Queensland Chapters Only:

7. Employees at _____ school reject the employer position that the Anglican School Officer Matrix be introduced in North Queensland from 1 January 2010 and call upon employers to justify any suggestion of a later start date.

CARRIED / NOT CARRIED

QUALIFICATIONS, ADDITIONS and/or DELETIONS REQUESTED:

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If insufficient space, please attach further sheets.

PLEASE FAX BACK TO QIEU BY CLOSE OF BUSINESS

THURSDAY, 4 September 2008

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