



Anglican Schools Collective Bargaining 2008 EMPLOYER CLAIM FACT SHEET

Issue 1 – Notice of Termination

Anglican employers would like to mandate that employees are required to provide four weeks notice during term time.

Employees believe this is a non-government sector issue which cannot be dealt with in one sector alone without significant disadvantage to employees.

Employees at the SBU believe the current clause 4.11 which gives the employer “one month’s notice, preferably within teaching term time” is adequate.

The recommendation from employee representatives at the SBU is to reject this proposal.

Issue 2 – Maternity Leave

Anglican employers propose to increase paid maternity leave from 12 to 14 weeks in order to create parity with Education Queensland’s standard in relation to entitlement and payment, provided the period is not extended by reason of a school vacation period and/or public holidays. This offer is made on the basis that it is inclusive of rather than in addition to any legislative entitlement to paid maternity leave that may be introduced in the future.

Employees note the employer offer is 14 weeks inclusive of school vacation periods. This is a diminution of the current position which is 12 weeks paid leave exclusive of school vacation.

Employees note the reference to the current debate relating to federal funding of maternity leave and accept that this provision would not be in addition to any legislative provision provided this provision is better, eg whichever benefit is the greater should apply.

The recommendation from employee representatives at the SBU is to request employers review this offer to be exclusive of paid vacation for teachers.

Issue 3 – Consistency of Annual Leave Loading

Current contractual arrangements allow schools who pay monthly to annualise leave loading. For consistency, Anglican employers would like to extend the ability to annualise leave loading for all schools.

Recommendation from employee representatives at the SBU:

That this position be rejected unless assurance can be provided that the following issues can be resolved:

- A pay increase will not be reflected in the previous payments if increases are not paid from 1 January.
- Where an employee is reclassified to a higher level increase in leave loading is not reflected.
- Taxation issues, eg first \$320 is tax free – rest at marginal rate. This would not be reflected in the employer proposal and would require the employee to seek compensation from the Australian Tax Office.
- Issues relating to LSL.

- Where an employees works additional time they are entitled to an additional pro-rata entitlement of:

$$\frac{\text{No of weeks worked} \times 4 \times \text{average weekly earnings}}{52}$$

Employees cannot see how this would be dealt with in the employer proposal.

Issue 4 - Professional Development, Assessment and Reporting Requirements

Anglican Employers, in response to employees' concerns of work intensification at the end of each semester, wish to provide a more consistent work life balance for teachers and more purposeful and less stressful teaching periods at the end of terms and semesters. To achieve this, it is proposed that six days of the existing quantum of professional development and/or assessment reporting days be transferred into vacation periods. For the purposes of clarity, this is in addition to the current quantum of 1230 hours.

Employees at the SBU are disappointed to note that the response to a request for better scheduling and time allocation by the administration should trigger a response which effectively seeks to lengthen the working year for teachers when the concern was about smarter management of examination scheduling, marking and reporting at the end of each semester.

The recommendation from employee representatives at the SBU is to reject this proposal.

Issue 5 – Hours of Duty – Teachers

Employer proposes an amendment to the Hours of Duty schedule to deal with circumstances where schools operate with reduced contact hours, ie below the maximum 20 hours 40 mins per week at secondary level.

The employer is proposing that any non-contact time not allocated would not be counted towards the 1230 annual quantum.

Employee representatives at the SBU note that the Teachers' Award Non-Governmental Schools stipulates that work must be on a continuous basis. To agree to this proposal would be to accept down time / split shifts for teachers and over-ride the Award provision.

The net result of this clause could be a further erosion of vacation time rather than to provide additional much needed preparation and correction time currently available under the existing Hours of Duty schedule.

Employee representatives at the SBU recommend that this proposal be rejected in its current form but to remind the employer that this time can be allocated to additional preparation and correction time under the current hours of duty schedule.

Issue 6 – Long Service Leave

The employer wishes to introduce a provision for employees wanting the option of cashing out a proportion of their accrued long service leave entitlements, the Anglican Employers propose to introduce a provision allowing an employee to request to cash out a proportion of their long service leave, subject to legislative requirements and the Employer school exercising its discretion on granting the request.

For clarity, superannuation will remain payable on any Long Service Leave 'cashed out' and cashing out would only occur if the employee first requested this **and** the employer School agrees.

Employee representatives at the SBU recommend acceptance of this proposal subject to the wording of the clause stating that the employee initiates the "cashing out" and that all entitlements are safeguarded.