



Queensland Independent Education Union

MEDIA ALERT

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Performance Bonuses at Moreton Bay Boys College Reveal Employer Influence

The payment of performance bonuses by Moreton Bay Boys College is more about employer influence over staff than a performance pay process, according to Queensland Independent Education Union Secretary Terry Burke.

Mr Burke said he agreed with the comments of the college's principal Rod Crouch that teachers needed to be paid professional rates.

"The staff at Moreton Bay Boys College deserve the payments they have received in recognition of doing a good job," Mr Burke said.

"However performance based pay is an essentially flawed model in that it relies on students' results in standardised tests and has been found to create divisive work environments.

"Moreton Bay Boys College would find little future in assessing teachers based on students' results in standardised tests, just like employers in the United Kingdom and United States have found.

"Teaching is not just about test results but also about fostering the emotional, behavioural, social and spiritual development of children.

"In the United States and United Kingdom, performance based pay has been found to undermine the collegial and supportive team environment which is critical for quality teaching and learning.

"Furthermore, there is no evidence to support the claim that performance based pay will lead to improved student results."

Mr Burke said QIEU was a strong advocate for professional rates of pay; however QIEU supported the use of a system where teachers were paid according to their training, experience, skills and the meeting of professional criteria.

"Rewarding teachers for their training, experience and extra-curricular involvement is not a new concept," Mr Burke said.

"For example, many schools in Queensland operate systems where teachers with considerable experience and high level skills are recognised as 'Advanced Skills Teachers' and paid an extra allowance.

"Similarly, many schools financially reward teachers who undertake extra-curricular commitments."

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"The Queensland Independent Education Union represents over 14,500 non-government education sector employees including teachers, principals, school support staff, grounds and maintenance staff, early childhood education staff and employees in business, international and English language colleges."

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