



**Joint Communiqué to staff of
Anglican Schools in Queensland**
Single Bargaining Unit (SBU) meeting held 5 June 2008
[No. 1/2008]

At the first full meeting of the Anglican Schools Single Bargaining Unit (SBU) held on 5 June 2008 the following matters were agreed between the parties:

A. Structure of the New Agreement

- (i) That a Federal Collective Union Agreement be negotiated between the parties.
- (ii) That employees' working rights and conditions would be protected through:
 - Amalgamating Award conditions into a compendium document which would form part of the federal agreement; and
 - Reviewing matters currently protected by a deed of agreement but prohibited in a federal agreement separately to the collective union agreement.

B. Timing and Applicability of the New Agreement

- (i) That any agreement would be effective from 30 September 2008 to 29 September 2011 and would cover all employees currently covered by the Deed and protected State Certified Agreement.

C. School Officer Classification Structure

The parties agreed:

- (i) to implement a revised Classification Structure for all school officers;
- (ii) that Schools should be in a position to commence implementation of the new structure in late September/October and allocate correct position descriptions to individual school officers in August/September 2008;
- (iii) to develop a review and appeals process which will allow a school officer who feels they have been misclassified to initially be able to request a review and, if unsuccessful and still aggrieved, to appeal to an independent umpire; and
- (iv) that, subject to the review and appeals process and the savings provisions, new and/or adjusted salary levels would be applicable as of 1 January 2009.

D. Wages

(i) Teachers' Pay

The employer has agreed to respond to the employee wage claim of parity with New South Wales at a future meeting of the SBU.

The employer pointed to current funding uncertainty but agreed that an overhaul of the current Teachers' pay spine was overdue and recognised the necessity to adequately reward teachers at both entry and experienced levels.

(ii) Accomplished/Leading Teachers

The parties agreed to negotiate a facilitative clause which would allow the agreement to be reviewed once the federal government's position (and funding) was known for merit based pay.

The parties agreed to discuss at least one step of the new structure to replace the current Senior Teacher step in the salary scale.

(iii) **Non-Teaching Staff**

Whilst recognising percentage increases would flow to non-teaching staff, the parties agreed to negotiate a minimum dollar increase to recognise that the lowest paid employees were sometimes disadvantaged by a percentage only increase and that a percentage increase or minimum dollar increase, whichever was the greater, would be part of this Agreement.

E. Logs of Claims

The parties tabled and explained their respective logs of claims. Employees have already contributed to and endorsed their claim.

The Employer Claim was as follows:

(i) Hours of Duty

So as to provide some clarity around how non allocated/non directed periods in the school day are treated Anglican Employers propose an amendment to the Hours of Work schedule, to deal with, circumstances where schools operate with reduced contact hours, i.e. below the maximum 20 hours and 40 minutes per week at secondary level.

Those hours will then become the teachers own non directed time. In consideration these hours will not be counted toward the annual quantum of 1230.

(ii) Notice of Termination

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

(iii) Positions of Added Responsibility (PAR)

The Employer PAR Working Party holds the firm view that the current Anglican PAR model is a successful model, being clear and simple to understand and not overly complicated. Therefore, the view is that the current PAR model can be simply adjusted rather than revising the entire schedule and formulating a completely new one.

As PAR is currently linked at 3.63% of what would now be step 9 (existing Band 3 Step 4), there will be a flow on increase to PAR positions included in the negotiated remuneration increase.

The Employers make the following recommendations:

1. Pastoral points will remain in their current state;
2. Specialist Coordinator points will be introduced to a maximum of 25 as per the employee proposal in 2007;
3. Senior Coordinator points will increase from 10-12 points to 12-14 points;
4. Introduce tenured PAR of 3 years (not applicable to any existing arrangements); and
5. Introduce PAR level 6 Academic on the basis of at least 100 hours in the weekly teaching program.

(iv) 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.

(v) 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.

(vi) Commitment to Greener Schools

In light of the increasing need to engage in environmentally friendly practices, Anglican Employers propose that employees commit to adopting practices to create greener schools with environmentally aware and sustainable practices.

(vii) Consistency of Annual Leave Loading

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

(viii) Professional Development, Assessment and Reporting Requirements

Anglican Employers, in response to employees' concerns of intensification, wish to provide a more consistent work life balance for teachers 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.

(ix) Policies Outside of the Agreement

So as to maintain a degree of flexibility for Employer schools on dealing with certain issues, Anglican Employers propose that the following provisions, applying to some schools, be dealt with outside of the Agreement entirely, in the form of a School policy: e.g.

- Salary packaging
- Income protection insurance
- Transfer from part time to full time employment
- Job share
- Employee exchange
- Unpaid leave for caring purposes.

Further Consultation

The parties will resume negotiations on Wednesday 18 June 2008 where the respective positions will be debated and clarifications sought.

Where employee representatives at the table are unsure of employees' responses, a process of consultation will take place to inform debate at the SBU.



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