



# Anglican Schools Collective Bargaining 2008

## *Skilled and Professional You Make the Difference*

17 July 2008

Chapter Briefing No. 3

### Key Issues

- Employer Claim tabled
- No wage offer yet
- Working Rights and Conditions Protected

### Action

- Convene Chapter meeting to consider motions to advise employee representatives at the SBU

### Contacts

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## No Wage Offer Yet But Employer Time Grab Revealed

Employee representatives, still waiting for the employer response to the employee wage claim which would see graduates in Anglican Schools paid over \$50,000 and a Band 3 Step 4 teacher remunerated at \$75,352 by January 2009, were surprised to learn that the cornerstone of the employer claim on employees was to seek to reduce vacation time for teachers.

Whilst details of the employer claim can be reviewed in the Joint Communiqué, employee representatives at the SBU need Chapter feedback prior to the next meeting of the SBU on key issues identified in this briefing.

### Time Grab

The employer response to the employee request for better scheduling and time allocation by the school administration of examinations, marking and reporting at the end of each semester was to suggest that teachers should work an additional six days each year to meet reporting deadlines.

Further erosion of teacher vacation time was proposed where a teacher is not timetabled to a full teaching load consistent with the hours of duty schedule. An example would be where a teacher was timetabled to teach 19 hours and 40 minutes as opposed to the maximum of 20 hours and 40 minutes. The employer seeks to “bank” this time and require an employee to perform an additional 38 hours of work, at the employers’ discretion to meet the annual 1230 hours of duty required of a teacher in an Anglican school.

The combination of the above employer proposals could see a teacher in an Anglican school directed to undertake duties for an additional two weeks per year.

### Wages

The employee claim of a graduate starting salary of over \$50,000 per annum and a teacher with nine years service earning \$75,352 rising to \$80,000 in the near future was still on the table but employees are yet to see a response from the employer. New South Wales and Victoria have already come to terms with the reality that experienced graduates must be adequately remunerated and Queensland Anglican schools have the opportunity to value their experienced teachers by matching the national trend to a fair and adequate salary structure.

The employer has proposed a review of the band and step structure reducing the current 14 step scale to 9 steps with a commitment to establish a classroom based pathway which recognises accomplished teachers. The proposal to establish an “accomplished teacher” pathway above the teacher pay spine is to be welcomed but employees at the SBU have already rejected quotas and time served as being part of the criteria. An ability to meet agreed criteria should be the only condition on a teacher seeking to access remuneration above and beyond the base pay spine.

### **Protection of Working Rights and Conditions**

Employees note that the employer has accepted, and is implementing measures to protect employees’ working rights and conditions. Consistent with this, a compendium document is being developed which will recognise the conditions contained in the various Awards as well as entering into a side deed to deal with the so called “prohibited matters” from the Coalition anti-worker WorkChoices legislation. Employees commend the employer for this initiative.

### **Consultation**

Employees at the table now seek Chapter advice on the employer proposals and request Chapters convene a meeting to consider, endorse or reject the employer claim. The attached Fact Sheet outlines the issues the employee representatives at the SBU seek immediate advice on and request Chapters to convene a meeting to discuss the issues and consider and vote on the motions contained in the Fax Back sheet.

### **Time Lines**

To meet the necessary time lines Chapters are requested to meet, discuss and vote on the issues **NO LATER THAN NOON ON WEDNESDAY 30 JULY 2008** and to return the fax back to the QIEU Office no later than close of business on Thursday 31 July 2008.

The next meeting of the Single Bargaining Unit is Thursday, 14 August 2008 with an Anglican Schools Employee Network meeting on Tuesday, 19 August.

Kind Regards



**CHRIS SEYMOUR  
OFFICER ASSISTING EMPLOYEES  
AT THE SBU**



# Anglican Collective Bargaining 2008

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## FAXBACK

Fax (07) 3839 7021

15 July 2008

Chapter Briefing No. 3

SCHOOL NAME: \_\_\_\_\_

### Motions

1. Employees at \_\_\_\_\_ school commend the employer for seeking to protect their working rights and conditions.

**CARRIED / NOT CARRIED**

2. Employees at \_\_\_\_\_ school note and endorse the following employer proposals subject to the stated safeguards being reflected in the wording of the clauses:

- Cashing in of Long Service Leave
- Greener schools
- Accomplished Teacher Schedule to sit above the base pay spine
- A review of the current pay spine to reduce the current 14 step structure to a 9 step structure
- Changes to the Positions of Added Responsibility Schedule, namely:
  - (a) a new specialist co-ordinator category to be introduced;
  - (b) an increase in the senior co-ordinator points from 10-12 to 12-14 points;
  - (c) the introduction of Level 6 Academic co-ordinator at an enhanced salary.

**CARRIED / NOT CARRIED**

3. Employees at \_\_\_\_\_ school call upon the employer to rethink their offer in relation to:

- 14 weeks paid maternity (to be exclusive of school vacation periods and not inclusive)
- Review the PAR Schedule offer to include a prescriptive minimum pastoral structure, to clarify the tenure (3 years) proposal, enhance the fractional points for Level 1 co-ordinators and clarify the regulation around Acting PAR appointments.

**CARRIED / NOT CARRIED**

4. Employees at \_\_\_\_\_ school reject the employer proposals:

- To lengthen the school year for reporting purposes
- To "bank" unused contact time for the purposes of extending the school year.

**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, 31 JULY 2008**

Fax: 07 3839 7021 or Email [jrymer@qieu.asn.au](mailto:jrymer@qieu.asn.au)