

QUEENSLAND INDEPENDENT EDUCATION UNION
INDEPENDENT EDUCATION UNION OF AUSTRALIA –
QUEENSLAND & NORTHERN TERRITORY BRANCH



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Monday, 9 November 2009

prpc151tb

Professional Rates of Pay Campaign



NON-GOVERNMENT SECTOR BRIEFING No. 1

Core Benchmarks Set from State Sector

Onus on Employers to Negotiate Professional Rates of Pay

Colleagues

The onus is now clearly on employers in the non-government sector to negotiate professional rates of pay following the announcement of a settlement in the public sector.

No longer can employers in the non-government sector hide behind their 'special relationship' with the state government and refuse to negotiate on professional rates of pay.

Employers must commit to at least match the public sector offer.

Indeed, having asserted their particular character, many employing authorities must go further in establishing accessible professional pay structures.

Background

The Queensland government and the Queensland Teachers' Union (QTU) announced yesterday that they have reached in principle agreement on a wage settlement ahead of the arbitration process.

The proposed settlement is subject to endorsement by QTU members.

The QTU members are to be congratulated for the success of their political and industrial campaign for professional rates of pay.

Momentum was clearly building against the state government.

Our union members certainly played a role in building that momentum with industrial action in Catholic schools in recent weeks and action in Lutheran schools foreshadowed. More would no doubt follow.

Proposed State Sector Settlement

In common with various settlements interstate the Queensland public sector settlement has the following key elements:

- Enhanced graduate rate
- Access to enhanced rates for experienced teachers
- Maintenance of core wage offer across other classifications plus a one-off payment.

The public sector settlement would in 2011 see Queensland graduate teachers the highest paid in Australia and experienced teachers, while falling short of the top going rate, at rates nevertheless comparable with interstate benchmark rates.

A summary sheet of the public sector settlement is attached.

Implications for Non-Government Sector Negotiations

Employing authorities in the non-government sector must now commit to at least match the public sector settlement.

To do otherwise exposes the emptiness of the position adopted by many employing authorities that they could not go ahead of the state.

Nor should claims about funding capacity delay that commitment.

Indeed for those employers who claim a 'special relationship' with the state government any funding agreement should now be in hand with the state government.

Opportunities exist in the non-government sector to build on existing pay structures and establish accessible professional rates of pay which have regard to the particular character of the non-government sector.

Members in each non-government employing authority will be involved in the relevant discussions to determine a wage structure position for negotiation.

Next Steps

Chapters are requested to convene a meeting to brief members on these developments.

Chapters are requested to consider the attached resolution and faxback their response to our union for on-forwarding to the QTU.

Kind regards



TERRY BURKE
SECRETARY

Attach.



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Congratulations to QTU

The Chapter at _____

congratulates the members of the Queensland Teachers' Union in their industrial and political campaign to establish accessible professional rates of pay and commends them for their determination to see that the work of teachers is respected and acknowledged.

CARRIED/NOT CARRIED

PLEASE FAX BACK TO

TERRY BURKE, SECRETARY, IEUA-QNT

ON FAX NUMBER (07) 3839 7021

by 4:00 pm Friday, 13 November 2009.

[FOR ON-FORWARDING TO THE QTU]