

# QUEENSLAND INDEPENDENT EDUCATION UNION



BRISBANE  
346 TURBOT ST  
SPRING HILL Q 4000  
P O BOX 418  
FORTITUDE VALLEY

Phone: 07 3839 7020  
Fax: 07 3839 7021  
Freecall: 1800 177937  
Email: [enquiries@qieu.asn.au](mailto:enquiries@qieu.asn.au)  
Internet: [www.qieu.asn.au](http://www.qieu.asn.au)  
ABN: 45 620 218 712

Wednesday, 17 June 2009

Prpc067bhc

## Professional Rates of Pay Campaign



## CHAPTER BRIEFING No. 6

### Professional Rates of Pay Essential Joint Action for the Profession

Dear Colleagues,

Wage settlements in other Australian states and territories have achieved professional teacher salaries which have effectively set the national benchmark. Currently teachers in Queensland are the second lowest paid in Australia.

The current Queensland government wage offer (4.5% 2009; 4% 2010; 4% 2011) would, if it was implemented in government and non-government schools, relegate Queensland teachers to considerably lower salary rates in the near term and establish a growing disparity with other states as they go ahead in subsequent agreements.

On the basis of the current Queensland government offer, in 2011, a teacher with nine years experience would be paid \$77,806 per annum (pa).

In comparison in 2011, a teacher with nine years experience in Western Australia will be receiving \$84,863 (\$7,057 pa more), Victoria \$81,806 (\$4,000 pa more) and New South Wales \$84,760 (\$6,954 pa more).

#### Time for employers to commit

The current Queensland public sector offer would be an intolerable outcome in the light of these comparisons and our public sector colleagues are clearly determined to continue to campaign their rejection of that offer.

QIEU members have confirmed at our recent statewide chapter meetings that teachers working in the non-government sector will not be satisfied with anything less than professional rates of pay consistent with interstate benchmarks.

It is time for non-government employers, during this round of collective negotiations, to commit to professional rates of pay.

Employers in our sector cannot ignore the interstate benchmark rates of pay and commit only to Queensland public sector outcomes.

The employer commitment must be to the benchmark professional rates.

Without a commitment to the benchmark professional rates of pay and relying on public sector outcomes, employers in non-government schools effectively force employees in our sector into the same wage argument as our QTU colleagues are having.

### **What is at stake?**

In the 1980's, Queensland teachers were consistently the lowest paid in Australia. If inferior rates of pay in this round of negotiations are institutionalised, we will have them again for the next decade, as wages in other states continue to rise.

Queensland cannot afford to institutionalise low teacher wage rates. Professional rates of pay commensurate with interstate benchmarks are urgently needed to attract and retain a high quality workforce in the classroom.

### **Next Steps**

In order to ensure teachers in Queensland non-government schools are not disadvantaged now or for the next decade, employers must commit to the benchmark professional rates of pay.

On the basis of chapter resolutions QIEU will write to employing authorities seeking a commitment to the benchmark professional rates of pay.

Chapters are requested to hold a chapter meeting to discuss this briefing and consider the motions of the attached fax back. Faxbacks are requested by Thursday, 25 June 2009.

In the absence of an employer commitment to the benchmark professional rates of pay members will be asked to meet to consider what action is appropriate to ensure that professional rates of pay are achieved.

Kind regards



**TERRY BURKE**  
**GENERAL SECRETARY**



**yourrightsatwork**  
worth fighting for

## CHAPTER FAX BACK

Wednesday, 17 June 2009

School Name: .....

Town / Suburb:.....

## RESOLUTIONS

The Chapter at \_\_\_\_\_ notes that implementation in the non-government sector of teacher wage rates consistent with the Queensland public sector offer would institutionalise low rates of pay for Queensland teachers such that a teacher of nine years experience would in 2011 be disadvantaged by around \$7,000 per year.

**CARRIED / NOT CARRIED**

The Chapter at \_\_\_\_\_ calls upon our employer to commit to the established benchmark professional rates of pay.

**CARRIED / NOT CARRIED**

The Chapter at \_\_\_\_\_ determines to meet to receive a report on the response from our employer and consider action necessary to achieve professional rates of pay if our employer fails to commit to benchmark professional rates of pay.

**CARRIED / NOT CARRIED**

**PLEASE FAX BACK TO QIEU**

**ON**

**FAX NUMBER (07) 3839 7021**

**BY THURSDAY, 25 JUNE 2009**