



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

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Friday, 23 April 2010

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**Professional Rates of Pay Campaign**

**your rights at work**  
worth fighting for

**CHAPTER BRIEFING No. 27**

**Catholic Employers Table Revised Wage Offer  
Teachers Win Fight for Professional Recognition  
Collective Resolve Achieves Long-awaited Outcome**

Dear Colleagues

Catholic employing authorities yesterday tabled a revised wage offer that recognises the work of teachers and their commitment to Catholic education.

The revised wage offer would mean an experienced teacher receives \$84,421 p.a in April 2012 which more appropriately reflects benchmark rates in interstate Catholic schools.

Employer representatives also tabled positive provisions relating to transition and application arrangements for the new classification for experienced teachers to be introduced from 1 July 2010.

Positive discussions were also held on how the PAR provisions might be reviewed to establish a structure which better serves both employees in those positions and the employer.

Members are to be congratulated on their united determination in this campaign for professional rates of pay. Chapters are asked to convene meetings expeditiously to give consideration to the wage offer. With in principle agreement from members, steps can then be taken to put the proposed agreement, containing all negotiated positions, to ballot.

**Recognition of Experienced Teachers**

Catholic employers tabled at the meeting yesterday a revised wage offer significantly in line with our claim for professional rates of pay.

The revised wage offer provides:

- A pay rate of \$84,421 effective from April 2012 for a Classification - Experienced Teacher 6 (ET6);
- Access to ET6 for any teacher with at least four years of experience at Band 3 Step 4 at 1 July 2010;
- Transition arrangements over time to ensure that experience at Band 3 Step 4 is recognised for eligibility to ET6;
- Transition arrangements that ensure teachers with current AST/Leading Teacher and PAR classification have ready access to the new classification; and

- Common sense application provisions requiring minimal application documentation.

The balance of the classification rates reflects public sector minima.

The revised wage offer for experienced teachers sees an additional \$600 p.a. increase on the previous offer and would achieve a rate in April 2012 which is approximately \$1,100 greater than the public sector.

This outcome reflects a recognition of our strong campaign as a collective and is a notable achievement in setting such a significant rate ahead of the public sector.

### **PAR Provisions**

Employer representatives recognised the absolute need for a wide-ranging review of the current PAR structures. The current structures are not in the interests of the incumbent staff and are not in the best interests of schools.

Employer representatives are giving consideration to a proposal to establish a Joint Working Party to conduct a fundamental review of the current PAR structure and make recommendations on a PAR structure and provisions which would address the very evident problems in the current arrangements.

The actual timing of such a review is still under discussion but what is evident is that the current arrangements are unsustainable and need to be addressed.

### **Member Solidarity Vital to Outcome**

Members are to be commended in their campaign for teacher professional rates of pay and congratulated for their resolve and ongoing action to collectively achieve a fair wage outcome.

Without united action from members, we would not as a collective have achieved this long-awaited position that was tabled yesterday at the Catholic SBU meeting.

### **Next steps**

Our union extends appreciation to Catholic employers for standing up for the work and commitment of teachers in Catholic education by granting them a well-deserved fair wage deal.

Members are asked to consider the attached resolution seeking in principle endorsement of the teacher wage position.

As a united collective, our union members are encouraged to stand steadfast alongside each other in support of our common goals.

Kind regards



**TERRY BURKE**  
**SECRETARY**



QUEENSLAND INDEPENDENT EDUCATION UNION  
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## *Professional Rates of Pay Campaign*



## CHAPTER FAXBACK

# Resolution

The Chapter executive at \_\_\_\_\_ notes the report on the revised wage offer from Catholic employers and endorses, in principle, a position which provides:

- A pay rate of \$84,421 effective from April 2012 for a Classification Experienced Teacher Six (ET6);
- Access to ET6 for any teacher with at least four years of experience at Band 3 Step 4 at 1 July 2010;
- Transition arrangements that ensure teachers with current AST/Leading Teacher and PAR classification have ready access to the new classification;
- Common sense application provisions requiring minimal application documentation.

**PLEASE FAX BACK TO  
TERRY BURKE, SECRETARY, IEUA-QNT  
ON FAX NUMBER (07) 3839 7021  
by 4:00 pm Thursday, 29 April 2010**

## **EXPERIENCED TEACHER 6 (ET6)**

The final schedule for the new Experienced Teacher 6 (ET6) position has yet to be finalised with employing authorities. However, the essential elements are agreed in principle.

The following provides clarification of the key elements of ET6.

### **1. What is Experienced Teacher 6?**

Employing authorities have sought a renaming of the classification structure. Existing Band 3 Step 1 to Band 3 Step 4 will become Experienced 1 (ET1) to Experienced 4 (ET4).

AST1 and Leading Teacher will become ET5.

Experienced Teacher (ET6) is a new classification. (AST2 in BCE will be able to transition to ET6).

An ET6 will be defined as 'a teaching practitioner who (significantly) contributes to effective teaching and learning in the school'.

### **2. Who can apply?**

Any teacher with four years experience at Band 3 Step 4 (ET4) at 1 July 2010 will be able to apply.

In future years, transition provisions will be in place which enable recognition of years of experience at Band 3 Step 4 (ET4) until such time as the ET5 and ET6 are fully in place.

### **3. How will those who hold AST1/Leading Teacher be treated?**

Those classified AST1/Leading Teacher will transition to ET5. AST1 in BCE will be phased out and ET5 (equivalent Leading Teacher) will be phased in.

Agreement has been reached on an ET5 schedule modelled on existing Leading Teacher provisions.

A proforma annual renewal process has been agreed.

### **4. What happens to AST2?**

AST2 (BCE) will be phased out. ET6 will be available to those eligible (see Point 2 above).

### **5. Can PAR incumbents apply?**

Those who currently hold PAR positions will be able to apply for ET6.

If successful they will be paid the higher of the ET6 rate or PAR rate for the position. This will be significant for those with a PAR 1 or PAR 2 point position.

### **6. What is required in the application?**

A teacher applying for ET6 will be required to provide a maximum half page response to each of five criteria:

- A. Understanding of, commitment to and support for the values and ethos of the Catholic school in the classroom and the wider school community.
- B. Significant skills in effective inclusive classroom practices, in evaluating and reporting students' progress and in encouraging positive relationships with students in the classroom.
- C. Skills in achieving appropriate personal and professional relationships with parents/carers of students and with other relevant community members.
- D. Effective personal and professional skills in collaborating with colleagues and relevant professionals in promoting student achievement.
- E. Ability to develop and implement ideas gained from professional activities to enhance students' learning.

To be successful in the application for ET6 a teacher will have to indicate that they are highly proficient in criteria A and B and at least proficient in the others.

The application has to be endorsed by two professional referees.

The employer position is that the application be accompanied by a short statement by the applicant's Principal.

**7. How is the application assessed?**

A validation panel will assess the application.

The panel will be made up of three persons outside the school:

- A Principal or nominee from outside the applicant's school.
- A nominee of the employer from an agreed pool.
- A nominee of our union from an agreed pool.

**8. Is ET6 Portable?**

The ET6 will be portable across all Queensland Catholic schools.

**9. Is the ET6 Tenured?**

Employers have not required any tenure on ET6.

An appraisal process in accordance with the Agreed Appraisal Process for teachers will apply.

**10. Is there an appeal process if unsuccessful?**

An appeal process consistent with the established grievance procedure will exist.