



AGREED STATEMENT

Fair Work Act 2009

s.576(2)(aa) - Promoting cooperative and productive workplace relations and preventing disputes

**Independent Education Union of Australia
and
Queensland Catholic Education Commission**
(NA2015/10)

VICE PRESIDENT CATANZARITI
COMMISSIONER BOOTH

BRISBANE, 9 JUNE 2016

IEUA and QCEC participation in New Approaches program.

1. The Independent Education Union of Australia (IEUA) and Queensland Catholic Education (QCEC) agreed on 6 May 2016 to participate in bargaining as part of a New Approaches matter at the Fair Work Commission (FWC).
2. The New Approaches process is a discussion facilitated by the FWC involving the QCEC and IEUA. The role of the FWC is to assist the parties to arrive at an agreed outcome. The FWC does not make recommendations and the process is not arbitration nor is the process conciliation.
3. The parties have concluded discussions after eight days of meetings. This Agreed Statement summarises the outcomes of the discussions.

4. Term Time Employees – Additional Hours

The parties reached in principle agreement to a provision which would facilitate term time employees having access to additional hours or additional work where available and where the employee agrees.

Additional hours and additional work may be during term or during vacation periods.

5. Career Counsellors (Teachers)

The parties reached in principle agreement to establish a provision for Career Counsellors (Teachers) which recognises the national Professional Standards for Career Development Practitioners with employing authorities to provide support to career counsellors in meeting and/or maintaining those standards. The provision also sets out a mechanism to establish the teaching load if teaching is undertaken.

6. Boarding Supervisors

The parties had previously under the SBU process reached significant in principle agreement on a schedule of conditions for boarding supervisors.

The parties have now reached in principle agreement on the outstanding matter of a wage schedule.

The boarding supervisors wage schedule will establish a minimum set of wage rates. Where wage rates are currently being paid above those minimum rates, those will be subject to an exchange of letters between the relevant employing authority and the IEUA. The wage schedule also sets out an 'aspirational' wage schedule to be subject to further discussions in the near term.

7. Planning Preparation and Correction Time (PPCT)

The parties have reached in principle agreement on a mechanism to make alternate arrangement for the replacement of PPCT where a teacher is unable to access PPCT due to planned school activities. The mechanism has a variation between Diocesan and Religious Institute schools.

The parties have also reached in principle agreement to introduce a provision which sets out the nature of duties which may be undertaken in PPCT.

8. Wages and Teacher Classification Review

The parties have reached in principle agreement on a wage provision in the following terms:

A. For employees, other than teachers, the following would apply:

- 1 May 2015 – 2.5% with a minimum \$23.80 per week increase;
- 1 May 2016 – 2.5% with a minimum \$23.80 per week increase (or higher if State is higher);
- 1 May 2017 – 2.5% with a minimum \$23.80 per week increase (or higher if State is higher);
- 1 May 2018 – 2.5% (or higher if State is higher).

B. For teachers in principle agreement has been reached which provides for;

- (a) Incremental access to ET5 and ET6 (as set out below).
- (b) Adjustment of current paid rates across Graduate 2 (G2) to Experienced 3(E3) (as set out below).
- (c) A review and negotiation of teacher classification structure supervised by FWC of the current teacher classification scale to be concluded by 5 September 2017 with implementation of any negotiated provisions from 1 July 2018. The negotiation will include provisions for Highly Accomplished Teacher (HAT) and Lead Teacher.
- (d) An employing authority commitment to match the percentage of the wage/salary increase provided to teachers employed by Queensland Department of Education Training and Employment (the State).

Specifically the following would apply:

- 1 July 2015 – 2.5%;
- 1 July 2016 – the following amounts (per annum) to be added to the above figures
- G2 \$400
- P1 \$200
- P2 \$50
- E1 \$250
- E2 \$600
- E3 \$1000;

- 1 July 2016 – 2.5% (or higher if State is higher);
- 1 July 2017 E5 becomes an automatic incremental step to be accessed by all teachers who, as at (and from) 1 July 2017, have spent 1 year (for a full time employee) at E4;
- 1 July 2017 E6 becomes an automatic incremental step to be accessed by all teachers who, as at (and from) 1 July 2017, have spent 2 years (for a full time employee) at E5; (The Middle Leadership classification structure and allowance system remains unchanged but will be subject to review as part of the Teacher Classification Review)
- 1 July 2017 – 2.5% (or higher if State is higher);
- 1 July 2018 – 2.5% (or higher if State is higher);
- 1 July 2018 – Implementation of the reviewed and negotiated classification structure.

9. The parties will now confirm the text of provisions to give effect to the matters agreed in principle in the SBU process and the New Approaches program.
10. The parties will reconvene with the FWC on Monday, 4 July 2016 to report on progress in finalising the text of the proposed provisions.
11. Once the text of the proposed agreement is confirmed by the parties the appropriate steps would be taken to undertake a ballot of employees for the proposed replacement agreement. The ballot would be scheduled for early in Term 3.
12. The employing authorities have confirmed that back payments (School Officers and Services Staff 1 May 2015; Teachers 1 July 2015) will be processed as soon as practicable following a successful ballot.
13. The employing authorities have confirmed that employees who have left the employment of a Queensland Catholic employing authority since the operative date of back payment (School Officers and Services Staff 1 May 2015; Teachers 1 July 2015) would receive relevant back payment following a successful ballot.
14. The parties have placed on record their appreciation of the assistance of FWC in the New Approaches program in reaching in principle agreement on these matters.



VICE PRESIDENT



COMMISSIONER

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