Dear Colleagues

The ninth meeting of the Queensland Lutheran Schools Single Bargaining Unit was held on Friday, 10 May 2013. A factual account of the issues discussed at that meeting, indicating where agreement has been reached and outlining ongoing matters still under discussion, follows:

**1. Salaries/Wages**

Employee Representatives advised that a majority of IEUA-QNT Chapters had agreed that the Employer wage offer should be included in an Agreement for ballot in Lutheran Schools. The wage offer includes:

1.1 Operative dates for wage increases move from first full pay period after 1 May to first full pay period after 1 March 2013, 1 March 2014 and 1 March 2015 in each year of the agreement;

1.2 Increases will be 2012–4% (already implemented from 1 June 2012); 2013–2.2%; 2014–2.2%; 2015–2.7%;

1.3 Increase to LT2 allowance of $500 to apply from 1 July 2014;

1.4 Introduce new LT3 in 2015 (applications only) with first payments to appointments under that category to apply from 1 January 2016;

1.5 In the 2015 year, if a percentage based increase to salaries/wages above 2.7% is achieved in the Queensland State sector, then the difference in the percentage based increase to salaries/wages in the Queensland State sector compared with that in the Queensland Lutheran sector for the 2015 year will be applied to salaries in the Queensland Lutheran Schools sector from 1 September 2015;

1.6 For CL6, PL5 and PL6 PARs – to match the PAR allowance for those levels or Leading Teacher One allowance, whichever is the higher. Employees to only be in receipt of one allowance at any one time;

1.7 Three (3) year agreement term.

Employer Representatives thanked Employee Representatives for that advice, and confirmed that consultation had also occurred with Queensland Lutheran School Principals, who had also endorsed the above position regarding the matter of wages/salaries.

**2. Interim Increase**

The meeting agreed an interim wage increase of 2.2% be implemented by each School in the near future (timing of implementation will be confirmed by LEQ to Queensland Lutheran School Principals) pending preparation of a replacement Enterprise Agreement for employee ballot, with a 2.2% increase to be implemented (on a backdated basis) from the first full pay period after 1 March 2013 to the date of
implementation of the interim pay increase by each school upon successful employee ballot of the replacement enterprise agreement.

3. **Review of Annexure “D” Complaints Against Staff**

Employer Representatives tabled a draft revised Complaints Handling Policy and Procedures document (Draft Policy and Procedures Document) for consideration by the Employee Representatives.

Employer Representatives confirmed the intention was for Annexure “D” of the current Enterprise Agreement to be removed and replaced by a draft clause previously tabled by the Employer Representatives regarding Complaints Handling Policy and Procedures (which refers to the revised Policy and Procedures Document).

Employer Representatives advised the draft document represented the culmination of a substantial amount of research on what constitutes best practice complaints handling and stated the intention was for the revised process to be helpful to all parties involved in complaints matters.

Following preliminary discussion, the meeting noted Employee Representatives would review and consult in respect of the draft Policy and Procedures document, and whether the document should be an annexure to the Agreement, with a view to the parties reaching agreement in respect of the content for endorsement by the next SBU meeting.

4. **Directed Attendance at Camps - Teachers**

Following discussion, the meeting agreed as follows:

4.1 It is understood between the parties that attendance at school camps by teachers is both honorary and voluntary. However, where a teacher contributes to the planning of the camp or where overnight attendance occurs, consideration will be given to time release and notified to the teacher prior to the teacher planning or attending the camp.

4.2 The parties acknowledge that Schools compensate teachers directed to attend school camps in a variety of ways.

4.3 Where a teacher is directed to attend a school camp in excess of hours of duty requirements, compensation for directed attendance at the camp will be negotiated as mutually agreed between the School and teacher prior to the teacher going on the camp. If mutual agreement as to compensation can not be reached, then the teacher will not be required to attend the camp.

5. **Next Meeting Date**

The next meeting of the Queensland Lutheran Schools Single Bargaining Unit is scheduled to be held on Monday, 27 May 2013 from 1.00 p.m. to 3.00 p.m.

The meeting agreed that Endorsement of a replacement Enterprise Agreement together with employee ballot materials form the agenda items for the next meeting.

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