Dear Colleagues

The sixth meeting of the Queensland Lutheran Schools Single Bargaining Unit was held on Thursday, 21 March 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. **Overpayments**

   Employee Representatives presented a response to the draft overpayments clause tabled by the Employer Representatives at the 6 March 2013 SBU meeting. The meeting agreed that LEQ and IEUA-QNT officers will work collaboratively to finalise preparation of the clause for presentation to the next SBU meeting.

2. **Lunch Break**

   Employer Representatives advised that Queensland Lutheran School employers agree in principle to the concept of including a provision in the replacement Enterprise Agreement regarding an unpaid meal break of at least 30 minutes duration per day. However, operation (from a practical perspective) of the suggested employee provision surrounding the administration of meal breaks for teachers who occupy specialist roles and who may be required to perform duties throughout the course of a scheduled meal break remains under discussion.

3. **Preparation and Correction Time**

4. **Assessment and Reporting**

5. **Directed Attendance at Camps (Teaching Staff)**

The meeting further considered these three unresolved Employee issues including some additional clarification of the respective Employee and Employer positions.

Employee Representatives stressed the importance of these issues to Lutheran School employees and the strong view of IEUA-QNT members that the existing arrangements are not adequately addressing these concerns in schools.

In order to further progress these matters, the meeting agreed that IEUA-QNT and LEQ Officers would meet prior to the next SBU meeting (scheduled to take place on Wednesday, 17 April 2013) with a view to discussing and collaboratively developing (if at all possible) a position/s in respect of the above matters directed towards meeting the concerns (on an operational level) of both parties, for consideration by the SBU.
6. Salaries/ Wages

Employer Representatives advised that, as prefaced at the 6 March 2013 SBU meeting, further consultation with Queensland Lutheran School employers took place on Friday, 15 March 2013 in respect of the matter of salaries/ wages.

Employee Representatives reaffirmed their previous advice that employees were concerned with the inadequacies of the employer’s wage positions and that such advice had been formally communicated from IEUA-QNT members to the Queensland Lutheran School employers on the 14 March 2013.

Having conducted the further consultation on the 15 March 2013, Employer Representatives advised Queensland Lutheran School employers were now in a position to table the following revised employer wages offer for consideration:

**Percentage Based Increase**

Queensland Lutheran School employers still consider the offer made of a 2.2% percentage based increase in salaries in each of the 2013 and 2014 years is appropriate and fair to Queensland Lutheran School employees when taken in the context of the 4.0% increase already paid to employees from 1 June 2012. Taken together with the 4.0% increase implemented on an interim basis, the 2.2% increases in each of the 2013 and 2014 years effectively amounts to an average 2.8% increase paid to all Queensland Lutheran School employees (teaching and non teaching staff) for each of the 2012, 2013 and 2014 years (exclusive of compounding).

In addition to a 2.2% increase in salaries in each of the 2013 and 2014 years, as stated at the 6 March 2013 SBU meeting, the offer for a 2.7% increase in salaries for the 2015 year remains, together with the proposal to match, on a dollar for dollar basis, the amount of the percentage based increase reached in the Queensland Government sector for the 2015 year if that percentage based increase results, in dollar terms, in teachers in the Queensland Government sector receiving more money than teachers in Queensland Lutheran Schools during the 2015 year.

**Enhancements to Leading Teacher Two Allowance and Proposed re-instatement of criteria – Leading Teacher One**

Employer Representatives proposed the addition of a further $500 to the amount of the Leading Teacher 2 allowance in the 2014 year in addition to the 2.2% increase applied for that year (ie total amount received by a Band 3 Step 4 teacher entitled to receive the Leading Teacher 2 allowance would be enhanced to $91,197 in the 2014 year).

Regarding existing processes for access to the Leading Teacher Two allowance, Employer Representatives advised Queensland Lutheran School employers are prepared to promote the making of applications under the existing LT2 criteria, including publication of the LT2 application process and supporting documentation on the LEQ website.

Further, Queensland Lutheran School employers are prepared to incorporate into the existing Leading Teacher Two application process contained in Schedule 5 of the Enterprise Agreement an appeals process (which does not currently exist) whereby in circumstances where a Panel recommendation does not support recognition as a Leading Teacher 2, then the applicant may appeal to a Review Panel comprised of the Principal or Principal's nominee, a member approved by both the employing authority and employees, and a member approved by the employee (which may include an industrial representative). If the Review Panel endorses the original recommendation of the assessment Panel, then no further administrative
appeal is allowed.

On 14 March 2013, IEUA-QNT provided LEQ with advice that their membership rejects any proposal by the employer to remove the “top automatic step” in the current teacher wage schedule. By way of response, Employer Representatives advised, for the purposes of the revised employer wages proposal, Queensland Lutheran School employers are prepared to leave the existing Leading Teacher One allowance as is without the suggested reinstatement of criteria to access that allowance subject to the Leading Teacher One allowance remaining as an allowance and not becoming a step in the base salary scale in respect of which allowances such as leading teacher and PAR are paid in addition.

New Leading Teacher 3 category

Queensland Lutheran School employers propose a new Leading Teacher category (Leading Teacher 3) be developed and implemented in the third year of the proposed agreement ie from 1 July 2015 as a further measure to encourage, promote and reward quality teaching in Queensland Lutheran Schools. It was proposed that the allowance for the new Leading Teacher 3 category be set at a rate which is $2,222 more than the proposed rate for the existing Leading Teacher Two category in 2015 ie $95,881 for a Band 3 Step 4 teacher.

PAR/ Leading Teacher Allowances

Queensland Lutheran School employers suggest that, for those employees who successfully apply for, and hold, a leading teacher category, in the event they apply for and are successful in obtaining a PAR position, upon appointment to the PAR role, the teacher will receive the higher of the 2 allowances. This is provided always that a teacher may only be appointed to, and hold, one allowance ie a PAR or leading teacher allowance at any one time.

Employee Response to Revised Employer Wages Offer

Employee Representatives noted the revised Employer wages offer and committed to further consider the position as tabled at the SBU.

In an initial response to the revised offer, Employee Representatives indicated concerns that the employer offer still remained inadequate in terms of the percentage wage increases. Employee Representatives acknowledged that the revised employer position withdrew the proposal to reimpose criteria for Leading Teacher 1 and also proposed an additional category (Leading Teacher 3) at the top of the wage scale.

Employee Representatives indicated that they will be undertaking further consultation with employees regarding the wages position prior to the next SBU meeting.

7. “Overall Package”

Employer Representatives advised that Queensland Lutheran School employers are prepared to negotiate, as part of the “overall package” of matters (including salaries/ wages) agreed upon and implemented as part of this bargaining round (in addition to those matters still the subject of discussion/ already agreed to in principle), arrangements directed towards meeting the concerns of both parties (from an operational and cost perspective) in respect of the following:

7.1 Implications of Public Holidays on Term Time Employees;
7.2 Review of Annexure “D” – Complaints Against Staff;
7.3 Directed Attendance at Camps (School Officer Employees);
7.4 Casual Loading;
7.5 Development of salary/ wages schedule for School Counsellors.
8. **Next Meeting Date**

The next meeting of the Queensland Lutheran Schools Single Bargaining Unit is scheduled to be held on Wednesday, 17 April 2013 from 12.00 p.m. to 3.30 p.m.

Sue Kloeden  
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Lutheran Education Queensland

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