



Catholic Schools Collective Bargaining 2023

Employee Log of Claims

Tuesday, 29 November 2022

Without Prejudice

For the various collective agreements covering the employing authorities

1. Addressing unsustainable workload and ensuring work-life balance

Members have identified current workload and ongoing work intensification as a major issue and a priority concern to be addressed in this round of bargaining.

A number of strategies have been identified to make a meaningful intervention to the issue. Strategies include:

- 1.1 Updating of teacher hours of duty models to include parameters of directed duties including the frequency and length of meetings, attendance before and after school and the identification of PPCT allocations on teaching timetables.
- 1.2 Provision of Planning Preparation and Correction Time (PPCT) for teachers and an added full day additional release day each term for collaborative planning and associated activities.
- 1.3 Calculation of PPCT where more than one year level is housed and taught within a room or where composite classes are run should reflect reality of differential planning and preparation.
- 1.4 Established parameters regarding scheduling directed before and after school activities including limiting such activities to a maximum of one per week (for which advance notice is provided).
- 1.5 Increased support in the form of release time and professional development to deal with new programs and initiatives. The inclusion of mandatory PD in programmed staff meetings where possible.
- 1.6 Increased school officer support with student supervision where this is not already occurring and with other tasks such as data entry and record keeping.
- 1.7 Moratorium on any new initiatives in 2023 and the collection and audit of current workload/s. New initiatives accommodated within normal hours of duty and within the span of the Academic year.

- 1.8 Representative School Consultative Committees (SCCs) have a major role to address work intensification issues at the site-specific level. Where they are not currently operative, they should be formed and/or enlivened. Targeted action to meaningfully reduce workload.
- 1.9 Reduction in the maximum number of “covers” that teachers may be directed to undertake in any semester.
- 1.10 A commitment that where a significant number of NCCD identified students are in a class the class teacher will be provided with extra specified support (including enhanced PPCT) to assist with required record keeping.
- 1.11 Establishment of a NCCD JWP to identify best practice and encourage consistency across and within the Catholic sector.
- 1.12 A form of paid leave needs to be negotiated and implemented to meet the needs of staff regarding reproductive health.

2. Fair pay and contemporary conditions for all school staff

Members seek remuneration for all school staff which reflects cost of living increases as well as benchmark wages and financial entitlements now established in Queensland generally and in the education sector specifically.

A number of responses have been identified to address this issue. These include:

- 2.1 Percentage wage increases at least commensurate with Education Queensland percentage wage increase.
- 2.2 Other financial entitlements in the form of allowances available elsewhere in the sector to be incorporated into total annual remuneration.
- 2.3 Remote area incentives for all staff (including school officers and services staff) in designated remote areas.
- 2.4 Superannuation entitlements reflecting the contemporary benchmark standard in the education sector in Queensland.
- 2.5 Commitment to matching Highly Accomplished Teacher’s and Lead Teacher’s salaries (HALT) paid in Education Queensland as well as an employer commitment to support HALT aspirants financially and in other ways to achieve HALT classification/s.
- 2.6 The removal of the requirement of beginning teachers to achieve full teacher registration before they begin to transition through the classification structure and explicit recognition of relevant teaching service including overseas.
- 2.7 Review and variation to Guidance Counsellor salaries to reflect consistency across Queensland.

- 2.8 Establishment and inclusion in the agreement of classification structures and pay rates for instructional services staff.
- 2.9 Certainty of a base quantum of hours for part-time employees.
- 2.10 Contemporary family friendly parental leave provisions.

3. Greater professional recognition and career pathways

Members have prioritised pandemic leave as vital to maintaining their commitment to and engagement with their students and colleagues in a reality where such leave is now a necessity.

- 3.1 A Pandemic leave entitlement should be included such that no employee has to access Personal leave to deal with isolation or other requirements of a declared pandemic or to meet employer directives.

Members have highlighted professional recognition and career pathways as a priority for this replacement collective agreement.

- 3.2 **School officers** seek that their current classification matrix is replaced by the alternate structure considered over the past two years which reflects their knowledge, skills and responsibility in a contemporary workplace. Associated with the introduction of a new S/O classification structure should be mechanisms to review and rewrite current PDs and determine accurate classification levels.
- 3.3 **School officers** employed consistently for ten (10) hours or more per week over a two (2) year period seek to be granted a base ten (10) hours minimum continuing status.
- 3.4 **School officers** who are employed only term-time seek the option to work an extra three weeks each school year during non-pupil attendance to undertake tasks of preparation or finalisation.
- 3.5 **Middle Leader** remuneration should reflect their contribution to school functioning, as well as protection of their PPCT such that it is not expended on other directed activities.
- 3.6 **Middle Leader** positions have been implemented as additional positions in a number of primary schools by several employing authorities. These positions and their associated conditions should be transparently scheduled.
- 3.7 **Senior Operational Managers** and such positions and their associated conditions should be transparently scheduled.
- 3.8 **Senior Leaders** salary rates, career progression and release time to be amended to reflect their work and responsibility.