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|  | **October 2017**  Hello and welcome to term four. After such a busy third term a little rest and recreation was well deserved so I hope that your break was enjoyable. As we head to the end of the 2018 school year there is much work being undertaken at the QTU. A few points of interest are outlined below. |

**Workload and Wellbeing Awareness Month (WWAM)**

Across the world workload is possibly the biggest issue impacting upon educators today. These pressures come from burdens the system places on schools and in turn, more being added to our roles. Increasingly being a ‘professional’, is seen as going the extra mile, sometimes at the expense of wellbeing. The QTU has responded to these matters with a focus on individual and workplace wellbeing and developed a range of strategies and resources under the ‘Workload and Wellbeing Month’ (WWAM) banner. However, for these tools to have an impact on workload, they need to be used.

WWAM will roll out via face-to-face events such as branch meetings and school-based activities, online events and sharing of content, and through a social media campaign. Importantly w**e are asking you to plan ahead and hold a WWAM event at your school in November.** This could include:

* + dedicating a staff meeting to a discussion about workload and wellbeing
  + holding a staff social event with a WWAM theme, to give people a chance to talk to their colleagues about the approach they take to workload and wellbeing
  + sharing some of the content the QTU will be providing throughout the month, i.e. readings or videos promoting personal wellbeing strategies

We are also seeking positive stories about what you or your school does to address workload and wellbeing for staff. **Stories from leadership teams about** the practical steps you believe make a difference are sought too. These can be provided to your Regional Organiser or directly to [qtu@qtu.asn.au](mailto:qtu@qtu.asn.au?subject=WWAM%20story). We are keen to share these tips and ideas amongst members.

The on-line links relate to workload, on-line safety for teachers, DV matters, and other topics and can be accessed here: [Staying Well](http://www.qtu.asn.au/staying-well). General information on WWAM is found here: [Workload and Wellbeing Awareness Month](http://www.qtu.asn.au/wwam).

**QTU Membership in term 4 – Ask your colleagues to join!**

The QTU’s strength lies in our numbers and to continue to build this strength the QTU has a special membership offer for all of term four**. The cost for new members who join this term is $30** when they sign up to the direct debit payment option or pay by credit card. Please encourage your colleagues who have not yet joined to do so now! It is easiest to join via our [website](https://www.qtu.asn.au/index.php?cID=1) or by calling 3512 9000 and asking for the membership section.

**QTU State Election Priorities**

The QTU’s Election priorities were developed with our members over a six month period and were adopted by the QTU’s State Council on Aug 26. The QTU is not affiliated with any political party and *all* political parties/candidates will be asked to respond to the priorities outlined below in the lead up to next state election.

* Commitment to appropriate needs-based school funding;
* Increases to school funding;
* Additional teachers;
* TAFE –guaranteed at 70% of state training and restoration of TAFE facilities;
* Secure working conditions;
* Workload support; and
* Facilities improvements.

Please see the detail of these commitments here. State election claims document link [here](http://www.qtu.asn.au/state-election-claims-2017).

**Pupil Free Days 2018**

Queensland state schools will have an extra Pupil Free Day on 16 April 2018 following the Gold Coast 2018 Commonwealth Games. This decision was announced by Education and Commonwealth Games Minister Kate Jones. The staff Professional Development Days for 2018 are:

* 18, 19 January (fixed);
* 11, 12, 13, (flexible) **16 April (2018 only and flexible)**
* 22 October (flexible)

Schools should by now have managed to review/negotiate their arrangements for the 2018 flexible SFDs through consultation via the LCC. Arrangements should be finalised by the end of the year.

Pupil Free Days are used to accommodate professional development and mandatory training within rostered duty time. For your convenience I have included the department’s Mandatory Annual Training ‘Ready Reckoner’ [here](https://det.qld.gov.au/workfordet/induction/queenslandstateschools/Documents/mandatory-annual-training-ready-reckoner.pdf) which indicates the mandatory training courses for state school staff.

**Federal Education Issues**

During the school holidays Simon Birmingham, the federal Education Minister, again raised the matter of **standardised testing for year one students**. QTU State Council has determined that the QTU will take action should a standardised phonics test for year one students be imposed on Queensland state schools by the Turnbull government or tied to the education funding desperately needed by the state. It is the QTU position that additional resources to support students should be a priority as teachers already have a wealth of data to identify students in need of additional support.

**The Turnbull government has established a funding review** to “*examine evidence and make recommendations on how school funding should be used to improve school performance and student outcomes*”. Submissions opened late in term three and after significant advocacy from state and territory teacher unions the Turnbull government has agreed to extend the deadline for submissions to 5.00pm Thursday 2 November 2017 via the online form. For more information, visit [www.education.gov.au/educationalexcellencereview](http://www.education.gov.au/educationalexcellencereview) . We remain concerned about elements outlined in the governments’ ‘Quality Schools, Quality Outcomes’ policy including performance pay for teachers, prescriptive approaches to pedagogy and increased standardised testing.

<http://www.qtu.asn.au/index.php/collections/newsflash/2017/13-september-2017/>

**NAPLAN Update**

The QTU’s State Council recently determined that the QTU will withdraw support for the introduction of NAPLAN Online due to members’ ongoing concerns including equity issues, pressure on teachers and school leaders to conduct NAPLAN preparation programs, insufficient ICT hardware and bandwidth and the appropriateness of online NAPLAN testing for younger students. Further information can be found in our recent newsflash [here](http://www.qtu.asn.au/index.php/collections/newsflash/2017/30-august-2017/).

**QTU Region Restructure**

Due to growth and workload the QTU has recently undertaken a restructure of the organisers’ areas based in Brisbane. A new organiser position will be based in Brisbane (bringing our numbers to five) and the QTU branch or region your school finds itself in may change. Some of the current organisers will also be moving to new regions. More information will be provide at the end of term four.

**Promotional Positions Classification Review (PPCR) Update**

Please keep updated with the latest on the PPCR [here](https://www.qtu.asn.au/collections/pccr/promotion-positions-classification-review-ppcr/).

**Highly Accomplished Teacher and Lead Teacher Update**

Keep an eye out for updates on our dedicated [Highly Accomplished and Lead Teacher webpage.](http://www.qtu.asn.au/index.php/issues/highly-accomplished-and-lead-teacher/)

**Information and Advice for QTU Members**

Your QTU school representatives are your first point of call within workplaces. Information and advice, when you need it, can also be sourced in a variety of other ways.

* **Website**

Online the QTU provides an extensive catalogue of [brochures and fact sheets](https://www.qtu.asn.au/advice/brochures/) to summarise working conditions determined by the awards, certified agreements, legislation and policy. This is your **go-to place for quick answers** regarding leave, basic entitlements, transfers and a multitude of other issues.

* **Queensland Teachers’ Assist Desk (QTAD)**

Our staff are able to take your queries 8.30am – 5.00pm, Monday to Friday. This is your **go-to place for quick advice.** Where particular expertise or further information is required, members will be referred to the appropriate officer of the Union. Online enquiries can be lodged with QTAD at any time via the website [here](https://www.qtu.asn.au/index.php/forms/qtad/advice/) or phone

1300 11 7823.

**Training Dates**

The following training opportunities will be conducted this term. Keep a look out for your invitation which will be distributed via email. Workshops will also be advertised on the QTU website [here](https://www.qtu.asn.au/collections/qtu-regional-organisers/moreton/moreton/).

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| **Brisbane North Area Council**  *(elected delegates only)* | **Saturday 21 October** | **QTU Milton Office** |
| **Union Reps Training (Intro)** | **Wednesday 1 November** | **QTU Milton Office** |
| **Know Your Working Conditions** | **Monday 20 November** | **McDowall SS – 3.45pm to 5.15pm** |

**Branch meeting dates (remainder of term 4)**

Dates and venues for branch meetings can be accessed on the QTU website [here](http://www.qtu.asn.au/index.php/about-us/meeting-dates/branch-meetings/).

Natalie Meyer | Brisbane North Organiser

Queensland Teachers' Union

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