EMPLOYEE CLAIMS AND EMPLOYER RESPONSES/OFFER

ACTION NOW
QLD CATHOLIC SCHOOLS COLLECTIVE BARGAINING 11

Independent Education Union
Queensland and Northern Territory Branch

EMPLOYEE CLAIM	EMPLOYER RESPONSE/OFFER
WORKLOAD CLAIMS	
Address workload and work intensification by: • Providing additional PPCT and replacing all lost PPCT. • Reducing supervisions to five per year. • Providing PPCT to secondary teachers in 30-minute blocks. • Enshrining a two-week break after term one in all schools. • Minimum three-week turnaround time for feedback and marking. • Modifying hours of duty for teachers of complex classes. • Introducing a workload impact assessment tool. • Empowering consultative committees to consider workload interventions.	**All claims rejected.** The employers' changes to hours of duty expects teachers to spend time on professional duties outside of ordinary hours without any additional recognition or support.
WAGES CLAIMS	
4% wage increase to all salaries and allowances in 2026, 2027 and 2028.	**Inadequate response**: • 4% in 2026, 3.5% in 2027, 3.5% in 2028. • School officer payment date moved from 1 May to 1 July, delaying their increase. • All allowances to be paid on an hourly basis. • Allowances to be paid on a pro rata basis for part-time employees, for example: First Aid allowance.
Target teacher wages to interstate benchmarks: • Reduce Proficient 8 classification from three years to one year. • Increase the graduate teacher rate. • Increase the experienced proficient teacher (EPT) rate.	**Rejected**
School officer wages adjusted to recognise the true value of their work and address the 10-25% underpayment compared to interstate benchmarks.	**Inadequate response**:

	• Small adjustment to the classification structure with a new step introduced in some levels and a one-off 1.5% increase to Level 3 Step 4.
An allowance of up to $1200 per year for staff administering student medication.	**Rejected**
An allowance of $100 per night for all staff who attend overnight camps and other school-related activities.	**Inadequate response**: • $100 per night allowance. • Only available to teachers. • Only applies to compulsory camps.
Paid superannuation during unpaid parental leave of up to a 12-month period.	**Rejected**
Enhanced conditions for staff in a Permission to Teach (PTT) arrangement: • Two specific classification steps for PTT staff. • Full recognition of service (within past two years) for classification purposes once provisionally registered. • Reduced teaching load of between 0.6 and 0.8. • Access to the same induction and support provided to graduate teachers. • Payment during required professional experience placement.	**Inadequate response:** • Support consistent with what is available to graduate teachers. • Recognition of 50% of service to determine salary once teacher registration is obtained.
Enhanced overtime rates for boarding school resident teachers.	**Claim accepted**
CONTEMPORARY RIGHTS CLAIMS	
10 days of paid reproductive health leave in line with the public sector.	**Inadequate response:** • Five days of paid leave. • Applies to a limited number of conditions. • Need to deplete personal leave first.
Increase paid cultural leave for Aboriginal and Torres Strait Islander staff from two to three days.	**Claim accepted**

Recognise Aboriginal and Torres Strait Islander "kinship" for the purposes of accessing leave.	**Inadequate response:** • Cultural leave can be accessed for compassionate or caring circumstances in the case of a kinship relation.
Emergency and natural disaster leave available per incident rather than on a calendar leave basis.	**Inadequate response:** • Leave available per incident but only for disasters formally declared under legislation. • (Subject of a disaster declaration under the Disaster Management Act 2003 - Qld)
Expand access to paid parental leave.	**Rejected**
Protections for staff in the use of AI.	**Rejected**
RECOGNITION OF SPECIALIST AND LEADERSHIP ROLES CLAIMS	
Continuing employment and enhanced conditions for senior leaders.	**Rejected**
Considerate timetabling and conditions for specialist primary teachers working on an interschool or intraschool basis.	**Rejected**
Recognition of program leaders in primary schools for the purposes of release time and allowances.	**Rejected**
Better working conditions for teachers of inclusive student support: • Caseload limits depending on student adjustments required. • Access to specific professional development in ordinary hours. • Fortnightly allowance.	**Rejected**

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Improved conditions in flexible learning centres and special assistance schools: • Increased PAC time. • Associate Head of Campus in all centres with a Head of Campus. • Access to additional EAP sessions, wellbeing allowance and professional development. • Youth workers and social workers classified no lower than level 5. • Minimum of one social worker employed in all centres.	**Inadequate Response:** • Additional EAP sessions for workplace related matters • Staff meetings for administration purposes to avoid impact on access to minimum PAC time
Better working conditions for instrumental music teachers/tutors: • Recognition of relevant prior service. • Access to professional development in paid time. • Maximum 24 hours and 10 minutes per week contact time. • Access to 2.5 hours of PPCT for full time staff. • Access to remote area incentives.	**Rejected**
Better working conditions for library staff: • Minimum staffing requirements based on school size. • Limits on classroom teaching allocations. • Access to adequate release time based on school size.	**Rejected**
Better working conditions for counsellors: • Enhanced classification structure. • Wage increases. • Improved conditions. • Consistency of provisions across employing authorities.	**Rejected**