

EMPLOYEE CLAIMS AND EMPLOYER RESPONSES/OFFER

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 and costing school officers approximately \$500. • 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:

EMPLOYEE CLAIMS AND EMPLOYER RESPONSES/OFFER

	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

EMPLOYEE CLAIMS AND EMPLOYER RESPONSES/OFFER

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

EMPLOYEE CLAIMS AND EMPLOYER RESPONSES/OFFER

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