

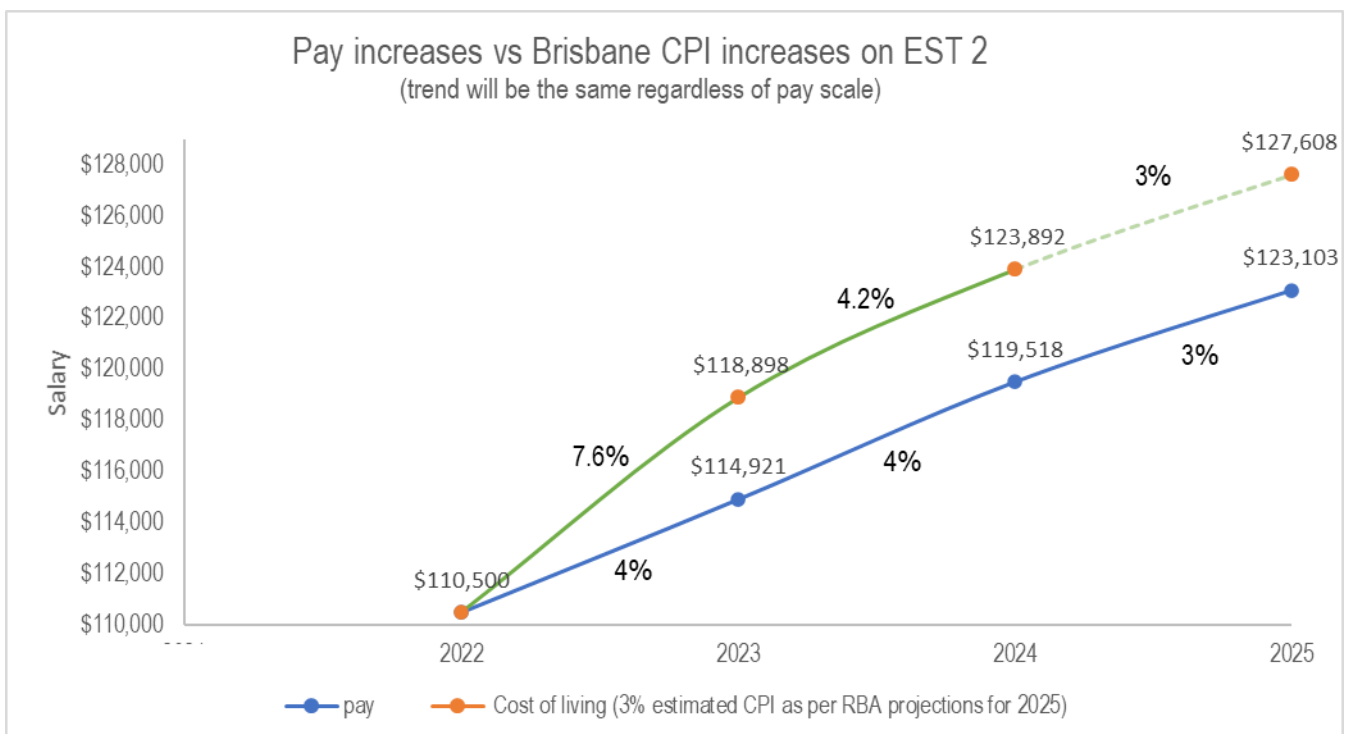
EB11 Log of Claims Development - Motions to QTU Executive

Name of Branch/Area Council:

Meeting Date: / /

MOTION: THAT we call for our pay to be increased by 10% p.a. as part of our log of claims for EB11. We call for any offers of one-off "sign-on" payments to be rejected in favour of building those payments into base salary increases for EB 11. We also call for teachers' salary bands to be truncated so that EST can be reached after 7 years of service. We call for the department to increase employer superannuation contributions to 16% as part of our EB11 Log of Claims. We call for our pay demand to go beyond "Being the best paid teachers in the country" and instead call for "our profession's pay to catch up to the average of similarly-qualified professions," and that we explicitly state a demand of 10% p.a. in our log of claims.

Argument: (All motions to Executive MUST have a supporting argument.)



The above trend exists for all pay bands, as EB10 applied 4% (2022), 4% (2023), 3%(2024) increases on all pay bands. The cost-of-living trendline is based on increases to the Brisbane CPI to March quarter for each

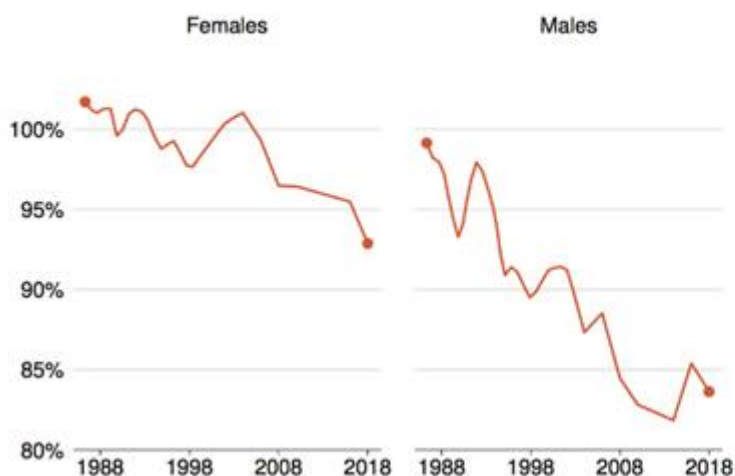
year, showing the disparity between our actual pay (blue) and the loss of purchasing power over the last three years.

The cost-of-living crisis has meant that the purchasing power of our salary is already more than 4% weaker than it was two years ago.

The Grattan Institute research shows that teachers' pay has declined by more than 16% when compared to similarly-qualified professions. We perform a critical role in educating the next generation of workers, we need to be paid what we deserve.

Chart 2. Since the 1980s, teachers' pay has fallen well below pay in other professions

Average teacher salaries as a percentage of all professionals, 1986 to 2018



A 10% pay claim per year for the life of the agreement covers:

- Lost ground on our purchasing power since the cost-of-living crisis (4-5%)
- Closes the average pay gap between our profession and that of other similarly-qualified professions (16%)
- Addresses the usual increases in inflation for the foreseeable future, with RBA expecting inflation to sit between 3-4% from 2025 onwards

With the teacher shortage, and 61% of teachers saying that poor salary is a key driver for teachers leaving the profession, significant measures must be taken to provide meaningful retention measures as well as to attract teachers from elsewhere (AEU, 2023, *State of Our Schools Survey*).

With the housing crisis as well, teachers are being priced out of being able to purchase a home anywhere near schools they work in.

Sign-on bonuses and other one-off payments like COLA do nothing to improve our salary. They don't contribute to superannuation and don't compound and so our base rate of pay suffers. If the department is prepared to hand over payments, they should do so as part of our base salary.

We have one of the slowest rate of teacher salary progressions in the country – in NSW it only takes 7 years to reach the top salary band. We call for parity with NSW.

On superannuation, as teachers and public servants, we used to receive 3.25% above the standard employer contributions (12.75% for teachers vs 9.5% for legislated super guarantee contribution rate up until 2021). But with the changes to the Super Guarantee Contribution rate, lifting it to 12% by July 2025, our EQ super contributions are no longer an additional incentive for attracting and retaining staff. We call for super contributions to be 16%, which is 3.25% above the current rate and 4% above the national Super Guarantee Contribution rate, so that teaching in the public sector has a once-again attractive superannuation scheme. We also note that QPS receives 18% employer super contributions.

Moved: Seconded:

	In Favour	Against	Abstained
By number of votes:			

Name of Branch Office Holder

Signature

Name of Branch Office Holder

Signature

Please send your completed motion form to gtu@gtu.asn.au

Motions without the arguments and/or signatures will not be accepted.

Signatures can include a digital signature or a written acknowledgement by email confirming the motion.