

EB11 Log of Claims Development - Motions to QTU Executive

Name of Branch/Area Council:

Meeting Date: / /

MOTION: THAT we call for additional time within rostered duty hours to allow for staff to complete tasks essential to the teaching and learning of students to be part of the log of claims for EB11. This is to take the form of:

- One planning day each term for staff, with teachers making decisions regarding what tasks they will complete during this period
- Increase the weekly NCT for primary and special school teachers to make parity with secondary teachers
- Removal of the requirement for Easter SFD make-up hours
- A plan is established to provide a doubling of NCT for all staff by 2030 with no increase in rostered duty hours
- A mandated 5 hours of planning time to be used at teachers' discretion in the SFDs at the beginning of the year
- That the QTU conduct a ballot on strike action if the EB11 offer does not include an increase in NCT time and planning days for staff.

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

NCT time for secondary teachers has not increased in over 50 years and yet the workload has increased significantly in that time. Every year, teachers are expected to do more with no increase in NCT. Teacher workloads are unsustainable and a major factor in teacher burnout and the loss of teachers from the profession. When we look at face-to-face teaching hours for EQ teachers (rostered duty hours – NCT), it shows that we are behind other jurisdictions each week, which adds up.

Face-to-Face Teaching Hours (per week)		
	High school	Primary
Queensland	21.5	22.5
Australian average	21	21.5
OECD average	19.6	22.1
Estonia	14.8	14.8
Finland	14.5	17

EQ teachers perform more face-to-face teaching each week than the Australian average, the OECD average, and 6-7 hours more than the best-performing education systems of Finland and Estonia (OECD, 2023, *Education at a Glance*).

Allowing staff to access their own planning day to use at their own discretion will enable them to provide meaningful planning and marking within rostered duty hours and lifts the burden of taking work home to be completed, and would not necessarily require SFDs.

With the teacher shortage, and workload being the main reason 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*).

A doubling of NCT should result in a ~20% reduction in workload related to teaching which would still see teachers averaging above the 41.7 hours per week target, set by the QTU, based on AITSL data from 2022 showing teachers average 53.7 hours per week. (In 2022, full-time classroom teachers reported working an average of 53.7 hours per week, senior leaders reported 58.6 hours per week, and middle leaders reported 55.3 hours per week (AITSL 2023, *Australia’s Teacher Workforce Today, 2023*)).

Teachers in other states are no longer required to make up the SFD hours from the Easter break. This requirement should also be removed for QLD teachers.

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 qtu@qtu.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.

Last Updated: March 2024