

29 April 2024

## Queensland Teachers' Union members demand action

The Queensland Teachers' Union (QTU) continues to campaign for greater consistency in the approach to the implementation of new initiatives by the Department of Education (the department).

This week, QTU members commence a week of action from Wednesday 1 May to Thursday 9 May to urge the department to immediately adopt a systemic strategy to attract and retain teachers and school leaders and fill critical vacancies.

To date, a number of matters remain unresolved by the department, these include the development of a systematic approach to the teacher shortage, workload inconsistencies associated with the implementation of the new Australian Curriculum, and the use of school disciplinary absence (SDA) data as a performance measure.

President of the Queensland Teachers' Union, Cresta Richardson, has said that QTU members are demanding action. If we are to attract new teachers to the profession and retain the great teachers already in the system, Queensland Teacher's' Union members need to feel as if they are truly valued by their employer, the Department of Education.

"The department must stop implementing new initiatives without prior consideration to the workload impost on our teacher and school leader members", Ms Richardson said.

"The department needs to address the unintended workload caused by an ad hoc approach to the teacher shortage and remove the expectation on members to participate in activities outside of school hours, or other activities that are not essential to student learning and the provision of safe workplaces."

"Work bans are a form of action that aim to minimise any disruption to student learning; they do not include stop work action."

"Work bans are not something the Union or its members consider lightly, rather this week of action focuses on allowing teachers to teach and leaders to lead."

"The QTU is calling for a commitment by the department to come to the table with systematic solutions rather than inconsistent arrangements currently in place."

Members will participate in a range of work bans throughout the week of action as the Valuing Our Profession campaign ramps up to demand immediate, systematic, and consultative action from the Department of Education.

Ends

**Media contact:** Queensland Teachers' Union

Phone (07) 3512 9000 | [media@qtu.asn.au](mailto:media@qtu.asn.au) | [www.qtu.asn.au/media](http://www.qtu.asn.au/media)

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## **Department inaction source of member frustration**

THE Queensland Teachers' Union (QTU) continues to campaign for greater consistency as schools experience workload and safety issues relating to teacher shortages.

Yesterday, the QTU was ordered to appear at the Queensland Industrial Relations Commission (QIRC) where the QIRC determined that the proposed work bans to be taken by QTU members from 1 May to 9 May, were unprotected and therefore unlawful.

The QIRC decision will not stop the QTU from campaigning for greater resourcing for our members to assist with the workload and safety issues they are currently facing.

President of the Queensland Teachers' Union, Cresta Richardson, has said that campaign action continues. This is because the Department of Education needs to systematically address the unintended workload caused by an ad hoc approach to the teacher shortages, workload inconsistencies associated with the implementation of the new Australian Curriculum, and the use of school disciplinary absence (SDA) data as a performance measure.

"QTU members are determined to stand together to ensure the department adheres to its obligations to deliver safe working conditions and tangible reductions to workload, Ms Richardson said.

"There are a number of activities that QTU members will be undertaking to support campaign action.

"In correspondence with the Director-General yesterday, the QTU acknowledged the arrangements now in place for a workforce roundtable.

"Until outcomes of the roundtable discussions are implemented however, teachers and school leaders will continue to be impacted by workload and safety issues relating to the teacher shortages.


"The QTU calls for a commitment by the department to come to the table with urgent and systematic solutions rather than the inconsistent arrangements currently in place."

The Valuing Our Profession campaign will continue to ramp up over the Labour Day long weekend as QTU members demand immediate, systematic, and consultative action from the Department of Education.

Ends

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MP: Mr. Rowan  
Clerk's Signature: S. Galbraith  
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