

**Question on Notice**  
**No. 922**  
**Asked on 13 October 2015**

**MRS SMITH** ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR TOURISM, MAJOR EVENTS, SMALL BUSINESS AND THE COMMONWEALTH GAMES (HON K JONES)—

**QUESTION:**

With reference to the government's union encouragement policy will the Minister detail the total number of 'new starters' administered in the Education section of the portfolio who commenced employment over the period June 2015 to September 2015, broken down by industrial instrument?

**ANSWER:**

I thank the member for the question.

The Palaszczuk Government made a commitment to restore fairness for government workers.

Union encouragement was one of the many conditions of employment rendered unenforceable during the former government's term.

The *Industrial Relations (Restoring Fairness) and Other Legislation Amendment Act 2015* (the Act) is one of the ways the Palaszczuk Government has delivered on its commitments. From June 2015, the Act restored the ability for union members to organise and protect workers' employment conditions, including re-enlivening any provisions within industrial instruments requiring new employee details to be passed onto relevant unions.

These amendments were important because the former government went further than any Queensland government in history in attacking workers' rights.

The union encouragement policy was introduced in 2000 and worked well for 12 years before the former LNP government abolished it.

The union encouragement policy re-released in May 2015 provides for union members to meet with their representative in the workplace and new employees to have ready access to a union representative so that they can make an informed decision about whether or not to join a union. The policy operates subject to relevant legislation.

The implementation of the Policy is an agency responsibility, with the Policy applicable to all government workers.

Lists of industrial instruments, including those with application to the education portfolio, can be located at:

[http://www.qirc.qld.gov.au/qirc/agreement\\_award/certified\\_agreements/public\\_sector.htm](http://www.qirc.qld.gov.au/qirc/agreement_award/certified_agreements/public_sector.htm).

The manner regarding release, timing and reporting of new employee details will vary depending on the specific clause in the industrial instrument. Not all industrial instruments require standard reporting.

Where a specific reporting obligation does not exist under the industrial instrument the Union Encouragement Policy applies. The first full quarter of reporting will be **July – September 2015** (noting the QON refers to June 2015 to September 2015).

The implementation of the Policy is an agency responsibility, with the Policy applicable to all government workers.

The total number of new starters employed under industrial instruments for the Department of Education and Training (within the education portfolio) were: 432 public servants, 723 teachers, 338 cleaners and 1209 teachers' aides.

The department acknowledges the need to attract and retain a high-quality workforce in schools and the corporate sector to deliver world-class education and training services for Queensland.

The total number of new starters for the Queensland Curriculum and Assessment Authority were:

<b>Industrial Instrument</b>	<b>Number of 'new starters' between 1 June and 30 September 2015.</b>
<i>State Government Departments Certified Agreement 2009 (Core agreement)</i>	20 Public Servants.

The total number of new starters for the Queensland College of Teachers were:

<b>Industrial Instrument</b>	<b>Number of 'new starters' between 1 June and 30 September 2015.</b>
<i>State Government Departments Certified Agreement 2009 (Core agreement)</i>	3 Public Servants – employed on either a temporary or casual basis.