



NSW ACT Independent Education Union

IEUA (NSW/ACT Branch)
GPO Box 116
SYDNEY NSW 2001
The Briscoe Building
485-501 Wattle Street
ULTIMO NSW 2007

14 August 2014

JQ:133/14

Mr Michael Carr
Deputy Executive Director
Association of Independent Schools of New South Wales (AISNSW)
99 York Street
SYDNEY NSW 2000

Dear Michael

I write to reply to your letter dated 11 August 2014.

NSW TEACHERS INCREASES

As you aware, the proposal in our 30 July letter was configured to ensure that at least the payments received by members were comparable to the outcome for NSW public sector teachers and teachers in Catholic systemic schools, albeit there was an absorption of 2% or 2.5% because of the OOPs rather than percentage increase in 2015.

However the proposal contained in your letter does not achieve this and the actual additional saving to employers under the AIS proposal compared to the Union proposal is only 0.5% in ongoing salary if the super increases do not proceed. In relation to the 0.5% payment in 2015, the Union would agree to that being payable as an OOP in cash with an option of superannuation **at the request of the employee** on fpp 1 July 2015 but we cannot see the point of three OOP payments in 2015. In 2016, we seek that the additional 0.5% be paid from fpp 1 February 2016 as a percentage increase, again comparable to the general wage outcomes in NSW.

Unless this is agreed, the Union is unable to recommend this to members.

SIDE DEALS

The Union has sought further clarification re the side deals and awaits a response.


ACT SCHOOLS

The proposal in your letter dated 11 August is significantly different from the proposal previously put by the AIS and the Union is unable to agree to this.

SAO

The Union does not understand the logic of OOPs payments instead of percentage increases if the scheduled super increase does not proceed. It has been acknowledged that support and operational staff pay rates are consistent with the market and we press the proposal in our letter of 30 July - that is, 2.5% from fpp 1 February in each of 2015 and 2016 if the super does not remain in place and 2% if it does.

Yours sincerely



JOHN QUESSY
General Secretary