

**NSW/ACT Independent Education Union
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in reply please quote:

9 March 2010

DS:10/030

IMPORTANT INFORMATION FOR STATE AWARD CATHOLIC INDEPENDENT SCHOOLS

Dear IEU Member

The decision of the NSW Government to hand over its industrial relations powers to the Federal Government means that all employees, except for state government and local government employees, have been moved into the federal industrial relations system from 1 January this year.

12 Months Transition Period

It is important to note that all current state awards will continue to operate until the end of 2010. At this time, they cease to have effect.

Unless a new federal agreement has been made by your employer, a national 'Modern Award' will replace your current award from the end of this year.

'Modern Awards'

There are two separate Modern Awards which will apply to all schools in Australia which do not have agreements (one for teachers and one for all support staff). These awards set MINIMUM STANDARDS only.

For example, the top salary payable to a teacher is \$53,493 per annum and sick leave is 10 days per year. There is NO paid maternity leave or paid parental leave of any kind in either Modern Award.

New Federal Agreements

It is thus imperative that we negotiate new federal agreements for both NSW Catholic independent and Catholic systemic schools for both teaching and non-teaching staff before the end of this year.

The Union takes the view that we concluded negotiations for a state award last year and have settled salaries and conditions for the period until the end of 2011.

To make an orderly transition from the state to the federal system, it is necessary to make an agreement for each school incorporating the salaries and conditions which have already been agreed.

There are some entitlements which are not contained in the teachers' award but which also need to be retained, eg redundancy payments are generally superior in NSW. The NSW standard should thus be written into any new federal agreement.

Portability of long service leave in all NSW Catholic schools is contained in a separate portability award of the State Commission. As this will also cease to operate from the end of this year, portability provisions should be written into any new federal agreement.

Negotiations with Catholic Commission for Employment Relations

The CCER will meet with the Union before the end of this school term to discuss an orderly transition to the federal system.

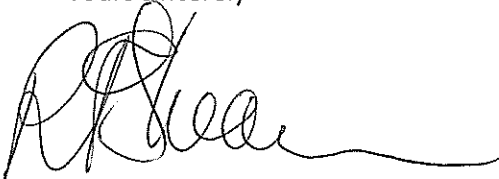
The Union will develop material for meetings in your schools to explain the changes after this meeting has taken place.

The Union will also conduct an intensive training program for Union Representatives on the nature of the new federal system and the challenges we need to meet.

Please keep informed of developments as we work our way through this transition.

We look forward to your active support for the Union's negotiating position.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Dick Shearman', with a long horizontal flourish extending to the right.

DICK SHEARMAN
General Secretary