



**NSW/ACT Independent Education Union  
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**IMPORTANT INFORMATION REGARDING YOUR SALARY & WORKING CONDITIONS**

Dear IEU Member

Both teaching and support staff in your school have been employed under state awards of the **NSW Industrial Relations Commission**. These awards contain salaries, leave conditions and classification structures. While some schools may pay above award salaries, the awards establish legal entitlements not just for salaries, but for sick leave, long service leave, paid maternity leave and a range of other entitlements.

**Moving to a New Federal Industrial System**

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.

**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 applying to independent schools.

**New Federal Agreements**

It is thus imperative that we negotiate new federal agreements for every independent school in NSW before the end of this year. Schools which were covered by state awards in 2009 will now be in the same situation as schools which have been in the federal system since 2006 and also need to be covered by enterprise agreements.

**As the current settlement on wages and conditions in independent schools is up for negotiation for 2011 and beyond, the timeframe for the making of new agreements for all independent schools is the same.**

The Union will be developing a claim on behalf of all members in independent schools for agreements which will commence from 2011.

### **Template Agreements**

The IEU will be holding negotiations with the Association of Independent Schools and other employer organisations about template agreements to apply across NSW schools. The Union also expects that the AIS will negotiate multi-enterprise agreements which will apply to a large number of schools at the one time. Separate agreements will apply to teachers and all other non-teaching staff.

In the case of teachers, it is likely that there will be different models of agreements, one reflecting the incremental structure of the current award and one based on the current 3 Band agreements.

### **Good Faith Bargaining**

The IEU expects that this process will occur in an orderly way and that schools will engage in good faith bargaining with the Union by authorising the AIS to represent them in these negotiations. As part of good faith bargaining, members of the Union are entitled to be represented by us in any discussions concerning wages and conditions.

**There is no need for any school to go ahead of the central negotiations and seek to deal with staff outside this process. If your school indicates that it wishes to negotiate a new federal agreement (either for teachers or non-teaching staff) directly with staff outside of the process, please contact the Union immediately. Under the new federal IR system, the Union is automatically the bargaining agent of every member and we must be involved in the negotiation of any new agreement.**

The IEU is conducting an intensive training program for Union Representatives on the nature of the new federal system and the challenges we need to meet. We will also develop material for meetings in your school to explain the changes and to seek your support for the Union's negotiating position with the Association of Independent Schools.

### **The Union will seek:**

1. Maintenance of current salary differentials between independent schools and state and Catholic systemic schools. Independent school salaries under both the incremental scale and the 3 Band scale are higher than state and Catholic school salaries.
2. Maintenance of any over-award salaries ie no absorption.
3. Maintenance and improvement of leave conditions.
4. No trade-offs, including opposing any change to established school holiday periods.
5. No reductions in support staff conditions.

Your support for the Union's negotiating position will be essential.

Please keep informed of developments as we work our way through this transition. We look forward to your active support for this salaries and conditions campaign.

Yours sincerely,



**DICK SHEARMAN**  
**General Secretary**