



No to 2.5% and No to trade-offs

Member action required

"Catholic employers have a choice: To negotiate a fair and timely outcome, consistent with the professional status of teachers, or to follow a discredited government policy which seeks to force teachers to pay for their own salary increase."

The IEU is urging all schools to meet and send a clear message to Catholic employers that 'trade-offs' for salary increases are not acceptable. In a letter dated 21 October Catholic employers have offered a 2.5% "funded" increase from January 2009. This approach accepts the NSW Government distinction between a salary increase funded by Government and one funded by cutting teachers' conditions of employment. This is not acceptable. The Union asks members to vote on the resolution on the back of this *NewsExtra* to make this message heard.

The NSW Teachers' Federation has lodged a claim with the NSW Industrial Relations Commission for an interim 5% salary increase, following the NSW Department of Education's pay offer of 11.4% (compounded) over three years partly funded by 'trade-offs'.

In a letter to NSW government school teachers, the Department states that any wage increase, above 2.5% per annum, must be offset or paid for by savings made through reducing employee-related costs.

"These are called 'trade-offs' and the Department has presented (the Federation) with a range of them as part of the package," the letter says.

The Department lists a range of 'trade-offs' which it says need to be agreed by the Federation, stating: "All of the savings would be used to fund pay increases for teachers".

The Department's savings include:

1. An increase in 'extras' for secondary teachers from 6 – 10 periods per term (up to 10 hours and 40 minutes extra face-to-face teaching a year) in order to lower casual relief costs and
2. A reduction in sick leave entitlements from 22 days full days and 22 half days per annum to 10 days per annum.

There are a range of other 'savings', not all of which are applicable to Catholic schools.

The full text of the Department's letter is available at www.ieu.asn.au. The Teachers' Federation has rejected any 'trade-offs' to pay for a salary increase.

Catholic employers' offer IEU meetings required

Other than the unacceptable 2.5% offer, Catholic employers have yet to respond to the IEU claim. The Union seeks a timetabled set of meetings to negotiate a settlement.

The Union will not accept any trade-offs for a salary increase. The list of 'savings' put forward by the Department are unacceptable and we will not agree to downgrade any of our members' working conditions or salary-related entitlements.

The Union urges all schools to meet to discuss the salaries campaign and to send a clear message to the Catholic employers.

**The following motion is proposed.
Fax vote results to Jade on
02 9261 8850 or toll free 1800 804 042.**

Motion:

"This meeting of IEU members calls upon all Catholic Dioceses and Catholic Independent schools to reject the NSW Government's pay policy of funding salary increases by reducing teachers' entitlements.

We specifically reject any increase in face-to-face teaching hours and reductions in sick leave as proposed by the NSW Department of Education to its employees.

This meeting further supports the negotiating position of the IEU Executive in rejecting any 'trade-offs' of working conditions. A 2.5% interim increase without trade-offs is equally unacceptable.

Teachers will meet again to consider a resolution on industrial action if Catholic employers insist on 'trade-offs' in exchange for a salary increase."

A negotiated settlement

The Union acknowledges the long-standing linkage between salaries in departmental and Catholic systemic schools.

We will accept any salary increase determined by the NSW Industrial Relations Commission for departmental teachers provided there are no 'trade-offs'. This can best be achieved by direct negotiations with Catholic employers.

An interim settlement could be reached expeditiously.

The Union is also seeking improvements in some working conditions. Again, this can best be resolved by negotiation.

The Union will however seek to arbitrate our claim for improvements if negotiations break down.

Catholic employers have a choice:

To negotiate a fair and timely outcome, consistent with the professional status of teachers, or to follow a discredited government policy which seeks to force teachers to pay for their own salary increase.

**Authorised by Dick Shearman, General Secretary
NSW/ACT Independent Education Union**