



# Annual Report

**IEU** | Independent  
Education  
Union of Australia  
NSW/ACT Branch



# AGENDA

Annual General Meeting  
Saturday 23 October 2021 via Zoom

<b>9.30am</b>	<b>1.0</b>	<b>Opening of Meeting</b>
		Acknowledgment of Country
		Adoption of Agenda
	<b>2.0</b>	Credentiailling of Delegates, Receipt of Proxies and Apologies
	<b>3.0</b>	Confirmation of Minutes – August 2021 Council
	<b>4.0</b>	Business Arising from Minutes of August 2021 Council
	<b>5.0</b>	Financial Statements and 2022 Budget (for information only)
	<b>6.0</b>	Annual Report
	<b>7.0</b>	President's Report
	<b>8.0</b>	Branch Reports
	<b>9.0</b>	Motions for Which Due Notice is Given
	<b>10.0</b>	Representative from NSW Department of Education: 'Return to schools'
<b>11.00am</b>		<b>Morning tea break</b>
	<b>11.0</b>	IEU VIC/TAS General Secretary and IEUA Federal President Deb James: 'Unionism in a COVID World'
	<b>12.0</b>	General Business
	<b>12.1</b>	Workshops
		Catholic Systemic Schools – Developing a Pay and Conditions Campaign for 2022 and Beyond
		Independent Schools – Workloads and Other Issues
	<b>12.2</b>	AIS MEA
	<b>12.3</b>	NCCD Update
	<b>12.4</b>	COVID-19/Return to Schools Update and Other Issues
	<b>12.5</b>	Environment Committee Presentation of Environment Grants Projects 2020/2021
	<b>13.0</b>	Council and AGM Dates for 2022
	<b>14.0</b>	Questions Without Notice
	<b>15.0</b>	Other Business
<b>1.00pm</b>		<b>Close</b>







# 2011 ANNUAL REPORT

IEUA NSW/ACT Branch

minutes of August Council Meeting held on Saturday

14 August 2021 commencing at 9.30am via Zoom

# Minutes

## Sub Branches

### Monaro

Dianne Lefebvre, Bernadette Bradley, Debra Slack  
Anne Leet, Eugene Lehmensich, Karen McPherson

### Central Coast

John Heffernan, Luke Wilmott, Ann Hall  
Janice Peel, David Terry

### Central Metropolitan Central West

Anna Bonfiglio  
Karen Andriske, Peter Nunn, Geoff Hayward  
Simon Dundon

### Cumberland

Karyn Paluzzano, Robert Paluzzano  
Maree Anderson (Observer)

### Hunter Valley

Sidonie Coffey, Phil Jirman, Peter Criticos  
Kelli Stocker, Vinnie Cooper, Mark Wilson

### Ku-ring-gai

Bernadette Hawthorne (Observer)

### Lansdowne

### Metropolitan East

Jenny Muscat, Gary Osborne, Shannon Warne

### Mid North Coast

Brett Bennett, Leon Robinson, Mary Murtagh  
Corinne Henry-Schlenrich, Terrienne Ryan

### North Coast

Kath Egan, Belinda Cahill, Marty Fitzpatrick  
Mary Howard, Jenny Allen, Michael Namrell

### North West

Kate Clynych, Judy Miller, Alex Wharton, Fiona O'Neill

### Northern Beaches

### Northern Suburbs

Mark Anderson, Will Naicker, Ben Smuts (Observer)

### Penrith-Blue Mountains

Liz Heggart, Margaret O'Donnell

### Principals

Noeleen O'Neill

### Riverina

Vanessa Creece, Nicole Lewis, Mercedes Goss  
Peter Gaffney, Sharon Jennings (Observer)

### South Coast

Kathy D'Souza, Shirley Jancetic, Michelle Masterson  
Ann Rogers, Jonathan Willett

### South East

Simon Fraser, Angela Scott, Beth Worthy  
Wayne Foster, Wendy Hill

### Southern Suburbs

Steven Gawidziel, Stuart Jones, Amy Kermod  
Taran Fazio (Observer)

## Executive:

Chris Wilkinson (in the Chair)

Denise McHugh

Bernadette Baker

Peter Moore

Kylie Booth-Martinez

John O'Neill

Gabe Connell

Bruce Paine

Carolyn Collins

Suzanne Person

Phoebe Craddock-Lovett

Tina Ruello

Simon Goss

Helen Templeton

Libby Lockwood

Mark Northam

Anna Luedi

Carol Matthews

Glenn Lowe

Pam Smith

Angela McDonald

Liam Griffiths

## Officers/Staff:

Iain Bailey

Steve Bergan

Megan Bruce

Lee Cunningham

Lyn Caton

Monica Crouch

Pat Devery

Liz Finlay

Therese Fitzgibbon

Jackie Groom

Lubna Haddad

Jim Hall

Amanda Hioe

Marilyn Jervis

James Jenkins-Flint

Valerie Jones

Lisa James

Carolyn Moore

Sue McKay

Ann-Maree McEwan

Greg McKinney

George Maniatis

Jeff Pratt

Carlo Rendina

Richard Ryan

Berna Simpson

Russell Schokman

Tina Smith

Anthony Telford

Dave Towson

Kendall Warren

Donna Widdison

Michael Wright

Charles Wheeler

David Whitcombe

Veronica Yewdall

Helen Gregory

## Opening of meeting

- 1.1** The President welcomed Council delegates and Observers to August Council.
- 1.2** Acknowledgment of Country delivered by Kylie Booth-Martinez
- 1.3** Adoption of Agenda
- 1.3.1** The President drew attention to the Agenda and Timeline for the meeting.
- 1.3.2** The following motion was put:  
That the order of the agenda be adopted  
Moved Bruce Paine  
Seconded Peter Nunn  
Carried

## 2.0 Acceptance of credentials and apologies

- 2.1** The President credentialled delegates present as set out in the list of elected Council delegates.
- 2.2** Apologies were received from: Louise Hughes, Pam Adams, Narelle Ryall and Aidan Anderson.
- 2.3** The following motion was put:  
That the credentials list be received, accepted and adopted  
Moved Bernadette Baker  
Seconded Carolyn Collins  
Carried

## 3.0 Confirmation of the minutes

- 3.1** Minutes of June Council
- 3.1.1** That the minutes be taken as read  
Moved and Seconded Carried
- 3.2** Corrections to Minutes  
There were no corrections to the minutes.
- 3.2.1** That the minutes of June council be received, accepted and adopted  
Moved Kylie Booth-Martinez  
Seconded Anna Luedi  
Carried

## 4.0 Business arising from the minutes

- 4.1** There was no business arising from the minutes.

## 5.0 Financial statements

- 5.2** Financial Statements to 31 July 2021 and Draft 2022 Budget (V1)
- 5.2.1** The Secretary referred to the Financial Statements to 31 July 2021 and the Draft 2022 Budget (V1) included in Council papers. The Financial Statements and the Draft Budget, for the information of Councillors, were reviewed and endorsed by the Executive at its meeting on Friday 6 August.
- 5.2.2** There were no questions asked to the Secretary and the following motion was put:  
That council notes the financial statements to 31 July 2021 and the draft 2022 budget  
Moved Carolyn Collins  
Seconded Peter Moore  
Carried

## 6.0 Secretary's report

- 6.1** The Secretary tabled a Secretary's Report and gave a detailed report of items contained therein.
- 6.2** ACT Property
- 6.2.1** Contracts have exchanged on the sale of the three units at 40 Brisbane Avenue Barton but there is a delay in the settlement due to an issue with the tenant in Unit 9 ie Orange Services.
- 6.2.2** The property at 43 Constitution Avenue Reid was valued at \$1,225,000 following due diligence and the union has made a non-binding offer of \$1,280,000. The Secretary has indicated to the agent that the Executive at its meeting on Friday 6 August agreed that we seek out other properties as the owner of the property (the Anglican Church) appears to be sticking to their original price of \$1,380,000.
- 6.3** AIS Reps Meeting
- 6.3.1** The union called a special meeting of IEU Reps in schools in the Greater Sydney Area that are represented by the AIS on Thursday 12 August to discuss the latest COVID developments. The AIS had called for school principals of independent schools to have autonomy to determine their own return to school arrangements rather than follow Department of Education guidelines. The meeting was attended by over 100 Reps which was an excellent attendance given that only a few hours' notice was given of the meeting. The union called for Reps to endorse the union's position.
- 6.3.2** Media releases from the AIS and the IEU were included in the report. The Secretary also reported that EducationHQ have asked for an article which he would be doing and that it would have some industrial elements to it.
- 6.4** NSW Legislative Council's Public Accountability Committee
- 6.4.1** The union was asked to give evidence via video link at the above hearing for its inquiry into the NSW Government's management of the COVID-19 pandemic. The hearing was on Wednesday 11 August and the IEU appeared alongside the NSW Teachers Federation.
- 6.4.2** The purpose of the Inquiry was to consider the government's response to the pandemic to date. The Greens David Shoebridge chaired the meeting. Both unions were given time to voice their opinions with Labor's John Graham and Courtney Houssos supporting the IEU's position. It was a great opportunity for the IEU; and a video of the Secretary's



- appearance would be played at Council today.
- 6.5** Meeting with Productivity Commission on 2 August 2021
- 6.5.1** The NSW Government released the Productivity Commission White Paper 2021 Rebooting the Economy in May 2021. The stakeholders consulted for the White Paper included representatives of the Department of Education, AIS and Sydney Catholic Schools. The IEU requested a meeting with the Productivity Commissioner to address issues of concern in the White Paper; the meeting was a positive one.
- 6.5.2** The Productivity Commission has further invited union officers to more discussions, particularly related to the churn of evidence-based initiatives and the current practices in schools that already provide a mechanism for teacher feedback and professional development.
- 6.6** The Islamic School of Canberra
- 6.6.1** The Deputy Secretary reported on this dispute which commenced in 2013 and that after eight years of attempting to bargain for a new EA with the Islamic School of Canberra, the union has finally been defeated. A notice of discontinuance has been filed and the matter closed.
- 6.7** Aspect Schools
- 6.7.1** The Deputy Secretary reported on the win for members in Aspect Schools in NSW and that the improved increase would provide greater financial benefit for all education and support staff employed by Aspect now and in the future.
- 6.8** NESAs Committee
- 6.8.1** The union has nominated Maxene Borg, from Santa Sabina College Strathfield, as its representative on the NESAs Disability Education Forum to replace Fred Patchell, the longstanding IEU representative who has stepped down.
- 6.9** Life Education NSW
- 6.9.1** Assistant Secretary Pam Smith reported that during positive IEU negotiations with Life Education for the next EA, they announced to staff that because of Covid, schools could not be visited with the Happy Harold van and would be implementing reductions in hours to staff. Members were very distressed and the IEU engaged with members and met with Life Education management and staff. Ongoing advice and support are being provided to members to obtain the best outcome.
- 6.10** EA Negotiations for Counsellors in the Parramatta Diocese
- 6.10.1** Enterprise agreement negotiations for counsellors in the Parramatta Diocese were reported on. Negotiations are continuing for the Counsellors' EA with some separate discussions occurring in relation to travel claim arrangements for counsellors and other system level CEDP staff.
- 6.11** Facebook stats
- 6.11.1** Facebook stats for the month were reported on; most from members, but some non-members also commented. We will be running a page (and possibly a double page spread) of comments in the next Newsmonth issue and invite more members to join the Facebook page.
- 6.12** Publications
- 6.12.1** The Secretary reported that entries to the IEU publications giveaways are increasing and in the most recent publications, there were about 50 entries for IEU, 70 for Newsmonth and 30 for Bedrock.
- 6.13** CER/IEU Support Staff Working Party Update
- 6.13.1** An update on the joint working party was included in the report. The July meeting of the working party was postponed due to COVID and is now on 18 August. The focus of the meeting was to be on the development of the working party's report. The initial consolidated draft report will be sent to the members of the working party in preparation for the next meeting.
- 6.14** Support Staff Conference
- 6.14.1** The Support Staff Conference, postponed from 13 August, will now be held on Friday 13 May 2022. The venue, keynote speaker, and main facilitator and most workshop presenters have advised that they are available on that date. Notification of the new date was sent out in the latest edition of the enews Gaining Ground and will be promoted more broadly later in the year.
- 6.15** ECS Conference and Environment Events
- 6.15.1** The ECS Conference which was due to be held on Saturday 6 August has also been postponed until 2022; as have the three 2021 environment events to be held in Canberra, Byron Bay and Sydney.
- 6.16** Lismore CSO Promotions Positions
- 6.16.1** At the Term 3 North Coast/Mid North Coast Sub Branch Meeting, a motion was ratified to address an edict in the diocese's new Promotions Positions Procedures Policy which states that only full-time teachers on 1.0FTE can apply for promotions positions.

- Correspondence to the CSO and its response were included in the report.
- 6.17**  
**6.17.1** Lismore CSO Payroll Deductions  
The Lismore Diocese has signalled the installation of a new payroll system which would not accommodate IEU PRDs. The Secretary met with the Director to progress matters and the matter is now being reviewed. The union is also exploring fortnightly credit card payments as a viable option should matters deteriorate.
- 6.18**  
**6.18.1** Catholic Education Diocese of Wollongong  
The Wollongong Diocese's Head of Human Resources Carolyn Hadley has resigned from her position. A copy of the announcement from the Director was included in the report. The union will be formally acknowledging Carolyn Hadley in due course.
- 6.19**  
**6.19.1** South Coast Labour Council  
A letter of support from the MUA Southern NSW Branch Secretary, sending solidarity and unity to teachers and staff in in all schools across the region and beyond was included in the report. The union would be formally acknowledging this letter of support.
- 6.19.2** Also included in the report was a resolution from South Coast Labour Council in regard to students returning to school.
- 6.20**  
**6.20.1** ELICOS  
An ELICOS update was included in the report, including negotiations at WSU The College for a new agreement. The college has decided to run a ballot for their agreement despite all unions advising that they would campaign against it; and voting is now underway.
- 6.20.2** ELICOS Organiser Kendall Warren reported on the WSU agreement which was voted up and acknowledged College Rep Robert Palluzano and members at the college for their stance in standing up to the employer. The Organiser was also acknowledged for his assistance to members at Navitas English College.
- 6.21**  
**6.21.1** IEU Membership System  
The union has had preliminary discussions with ST Software to put together a proposal/timeline to replace the current Application Programming Interface (API) that will be retired by the payment gateway Eway. The proposal will include costings to develop a fortnightly EFT facility on our membership system. This is also a safeguard if an employer decides to cease payroll deductions.
- 6.22**  
**6.22.1** Membership  
Membership figures for the month of July were reported on and would be further reported on in General Business by Membership and Organising Coordinator Dave Towson.
- 6.23**  
**6.23.1** Casual Membership Fees  
The union has written to financial teachers and support staff members offering a three-month exemption from fees due to Covid. This is in recognition of the impact of the current lockdown is likely to have on their casual employment. There have been over 150 members who have applied for this exemption to assist them in this difficult period.
- 6.24**  
**6.24.1** ACTU Rapid Growth Project  
In June 2020, national union secretaries endorsed the Rapid Growth Project, which launched the new ACTU Join Form. The ACTU charges affiliates a transfer fee of \$50 for each worker referred via the clearing house and invoices are issued quarterly.
- 6.25**  
**6.25.1** Reps Training  
Two Reps Training days have been held in Dubbo and Griffith. Due to the Sydney lockdown, both were conducted by Jackie Groom and excellent evaluations were received.
- 6.26**  
**6.26.1** Rep Huddles  
Organisers Marilyn Jervis and Sue McKay held online huddles for interested Reps in the Southern Suburbs Sub Branch and members on Friday 6 August (secondary) and Tuesday 10 August (primary). Both huddles were well-attended, and issues of concern were discussed; and both groups have enthusiastically endorsed a second huddle in two weeks' time.
- 6.27**  
**6.27.1** Edmund Rice Centre  
The Edmund Rice Centre's new research project of the Refugee Employment Experience: Struggles, Strategies and Solutions was launched on 27 July 2021. The project is on the employment experience from the 40 refugees from Syria, Iran, Iraq and Afghanistan of diverse genders, qualifications, ages and arrival dates to Australia who were interviewed in their own languages.
- 6.27.2** The IEU Executive endorsed a donation of \$500 to the ERC in support of this cause. The union has a good number of current and retired members who do voluntary work for the ERC and the IEU's donation will be noted by them.
- 6.27.3** The Secretary acknowledged the work of Organiser Ann-Maree McEwan in her involvement with the ERC and other social justice organisations.

**6.28** NSW Jewish Board of Deputies  
**6.28.1** The union has for several years now placed an ad in the NSW Jewish Board of Deputies community resource book and annual diary. In addition to the valuable exposure the IEU receives from the advertisement, the union is also assisting and supporting the community. The Executive has endorsed that the union continues this relationship; the cost of the ad is approximately \$660 (1/4-page colour).

**6.29** The following motion was put:  
 That the report be received, accepted and adopted  
 Moved Suzanne Penson  
 Seconded Margaret O'Donnell  
 Carried

**7.0 President's report**

**7.1** The President gave a verbal report and paid tribute to all teachers and support staff for the great work that they are doing to keep students engaged and learning; and also to principals for their guidance to their staff which was clearly expressed at the Principals' Sub Branch Meeting last Saturday.

**7.2** The President formally welcomed ACT Organiser Anthony Telford and Industrial Officer Neal Bent to the union and was aware that they had settled in well.

**7.3** She reported on the kind gesture from the Broken Bay CSO Director in that all staff in the diocese had recently received a hamper and that she personally had thanked the Director.

**7.4** The following motion was put:  
 That the report be received, accepted and adopted  
 Moved Bernadette Baker  
 Seconded Carolyn Collins  
 Carried

**8.0 Sub branch reports**

**8.1** The following sub branches gave written reports:  
 Central West Lansdowne  
 North Coast North West  
 Northern Suburbs Monaro  
 Principals Penrith-Blue Mountains  
 Riverina South Coast  
 South East

**8.2** North Coast Sub Branch President Kath Egan also spoke to the report and the motion sent to the Lismore CSO in regard to diocese's new Promotions Positions Procedure Policy.

**8.3** The Secretary referred to the Principals' Sub Branch Report and acknowledged Dr Peter Webster, principal of St Mark's Catholic College Stanhope Gardens, for his own open letter to the Premier and

for contributing to the IEU media release on COVID issues. It was noted that the Secretary would formally write to him to express our thanks for his contribution to this campaign. The Secretary also reported that he had referred to St Mark's Catholic College in the recent NSW Legislative Council's Public Accountability Committee hearing.

**8.4** The following motion was put:  
 That the reports be received, accepted and adopted  
 Moved Margaret O'Donnell  
 Seconded Sidonie Coffey  
 Carried

**9.0 Rules**

**9.1** It was noted that there no reporting on in regard to Rules.

**10.0 Reports**

**10.1** Committee Reports  
**10.1.1** Professional Engagement  
**10.1.1.1** Professional Engagement Committee Co-convenors Veronica Yewdall and Patrick Devery tabled a report on behalf of the Education Engagement Committee and items were reported on therein.

**10.1.1.2** Professional Officer Veronica Yewdall referred to the engagement with peak bodies which included the IEUA Education Issues Committee meeting on 15 July at which ACARA representatives addressed the committee; and the meeting with the Productivity Commissioner on 2 August which was reported on in the Secretary's Report.

**10.1.1.3** A Professional Development update was provided. The union met with NESAs on 12 July on the current status of NESAs's processes for the accreditation of professional development courses. The IEUs concerns were further raised, some of which will impact the PD model that we have been running as a provider and some may adversely impact our members capacity to access suitable courses. The Professional Engagement Committee would keep the Executive and Council informed of developments.

**10.1.1.4** The union has had several discussions with NESAs in regard to pre-2004 teachers and their maintenance of accreditation and that their maintenance declaration will open on 1 July 2022 and now extend to 30 June 2023. This is to attempt to spread out the large numbers who are currently due to finalise their accreditation on 31 December 2022. NESAs continues

to progress their policy for accrediting and maintaining non-school-based teachers which would include a number of IEU Officers who will be kept informed of developments. Maintenance of accreditation for teachers retiring at the end of 2022 was also raised.

**10.1.1.5** IEU PD on maintenance of accreditation for casual teachers was queried; it was confirmed that casual teachers can access online PD on the IEU Zone and that members could email accreditation@ieu.asn.au and they could be helped individually.

**10.1.1.6** The union has rescheduled the 'IEU Conversation with NESAs' and its CEO Paul Martin for Tuesday 17 August in regard to the HSC.

**10.1.1.7** Cumberland Sub Branch Delegate Robert Paluzzano raised the issue of final year students and completing and/or undertaking their professional experience/practicum during COVID times. The union understands that some universities are supporting their final year students to complete their practicum via Zoom lessons. The Secretary reported that he would write to the Deans of Education collectively, raising the union's concern of teacher supply issues and the availability of casual relief teachers, and requesting an overview of which universities are supporting third and fourth year students to complete their requirements virtually.

**10.1.1.8** The Professional Officer presented a NCCD PowerPoint update. Follow up meetings with the Department of Education, Skills and Employment (DESE) on 8 and 21 July were reported on; and DESE and the IEU are currently collaborating on a revised version of the NCCD guidelines. The revised guidelines are in the form of a fact sheet with the final format yet to be decided. DESE sought feedback from the IEU's NCCD Working Group on the suggestions to date with feedback provided to DESE on 8 July. DESE have also reiterated their desire for the IEU to be actively engaged in the dissemination of the fact sheet and have confirmed that they have circulated updates through the approved authorities (Catholic Schools NSW and the AIS etc).

**10.1.1.9** The IEU is of the view that its engagement with DESE has been regular and productive over the past few months; it is pleased with the consultation and is looking forward to being involved in the new guidelines later this year. The IEU is hopeful that what will be produced will be meaningful and helpful to teachers in schools.

**10.1.1.10** IEU Officers were acknowledged for assisting at NCCD meetings, as were members of the NCCD Working Group.

**10.1.1.11** The following motion was put:  
That the report be received, accepted and adopted  
Moved Margaret O'Donnell  
Seconded Ann Hall  
Carried

**10.1.2** Women and Equity

**10.1.2.1** Committee Co-convenors Pam Smith and Valerie Jones tabled a report on behalf of the Women and Equity Committee and items contained therein were reported on.

**10.1.2.2** The significant recommendations from the Unions ACT Gendered Violence in the Workplace Report were referred to. Appreciation was expressed to the IEU Canberra office and the ACT members for their support for this important safety and wellbeing initiative. The IEU will continue to liaise with Unions ACT and other unions in regard to the implementation of the recommendations of the report. ACT Organiser Jackie Groom also congratulated Unions ACT, and all involved, and it is hoped to have it implemented by the ACT Government and employers noting that one of the most important parts of the campaign was for the ACT Government to fund and provide this opportunity to employees in the workplace. A copy of the report was included in Council papers.

**10.1.2.3** The IEUA BOLD webinar, facilitated by NSW/ACT, with a focus on support staff issues was held on Monday 9 August. Appreciation was expressed to Industrial Officer Carolyn Moore and Vice President Support Staff Carolyn Collins for their efforts in coordinating the event. The webinar also featured input from Belinda McRae, a member of the support staff working party, and Karen Andrikse, an AEW from St John's College Dubbo and Council delegate. It also provided an opportunity for support staff members who registered for the Support Staff Conference to engage in the webinar. As it was a great success and a well-attended event, appreciation was extended to IEUA's Lyn Caton, and all involved in the planning and the delivery and for keeping support staff issues on the agenda. Vice President Support Staff Carolyn Collins acknowledged Pam Smith and Carolyn Moore for the opportunity for support staff voices to be heard. The Assistant Secretary and IEUA Acting Federal

Secretary Christine Cooper were both pleased with the feedback received.

- 10.1.2.4** Planning is still in place for some IEU regional women's events including the North West women's forum in Tamworth on Friday 3 September and the Western Sydney women's forum on 4 November hosted at Penola Catholic College Emu Plains with Natalie Lang, ASU Secretary, as guest speaker. The Assistant Secretary acknowledged her co-convenor Valerie Jones for her ongoing efforts, and it is hoped that the planned South Coast women's forum with a viewing of the 'Women of Steel' film can go ahead later in the year.
- 10.1.2.5** Other union Women and Equity Committee updates were provided including ACTU Congress and its Women and Equity Action Plan on 28 July; and on 9 August, the ACTU hosted a briefing for activists to lobby against the Federal Government's limited response to the AHRC Respect@Work Report.
- 10.1.2.6** The following motion was put:  
That the report be received, accepted and adopted  
Moved Liz Heggart  
Seconded Sidonie Coffey  
Carried
- 10.1.3** ECS
- 10.1.3.1** An ECS report was tabled on behalf of the ECS Committee and items contained therein were reported on.
- 10.1.3.2** ECS Organiser Lisa James reported on the ECS Council elections and that the Hunter/Central Coast position was not filled, and an election will be held in Term 4 to determine the three country positions. The outgoing ECS Councillors were acknowledged for their contribution over many years.
- 10.1.3.3** An update on the Goodstart Early Learning EA was included in the report. The Goodstart EA was approved by the Fair Work Commission on 5 August and will remain in place until its nominal expiry date of 31 December 2023. ECS Industrial Officer Verena Heron, who was instrumental in the EA negotiations, was acknowledged.
- 10.1.3.4** The following motion was put:  
That the report be received, accepted and adopted  
Moved Helen Templeton  
Seconded Bernadette Baker  
Carried

- 10.1.4** Environment Committee
- 10.1.4.1** There was no written report from the Environment Committee.
- 10.1.4.2** Assistant Secretary Liam Griffiths further reported on the postponement of the three environment events and as the Canberra and Sydney events were to be held in schools, it was unfortunate but prudent to have the events postponed.
- 10.1.4.3** Committee co-convenor Richard Ryan reported on the timeline for the environment events, and the few applications received, and that the closing date for applications may now need to be extended.
- 10.1.4.4** The following motion was put:  
That the report be received, accepted and adopted  
Moved Mark Anderson  
Seconded Angela McDonald  
Carried
- 10.2** NGS
- 10.2.1** A report from John Quessy, IEU/NGS Director, was tabled for the information of Council.
- 10.2.2** The following motion was put:  
That the report be received, accepted and adopted  
Moved Denise McHugh  
Seconded Libby Lockwood  
Carried
- 10.3** Aboriginal and Torres Strait Islander Advisory Committee
- 10.3.1** There was no report from the Advisory Committee.
- 11.0** **Motions for which due notice was given**
- 11.1** There were no motions for which due notice was given.
- 12.0** **General business**
- 12.1** AIS Negotiations
- 12.1.1** The Deputy Secretary reported on the continuing negotiations with the AIS for new MEAs applying to teachers and support staff in independent schools. The contents of the NewsExtra sent to members in independent schools was reported on including the revised pay offers. Although it was a disappointing outcome, it has been a difficult time for members due to Covid and the union has had no capacity to campaign for higher increases.
- 12.1.2** The Executive had met on Friday 6 August and following discussions, endorsed the AIS offer as a basis for settlement. Extensive discussions also took place at the Officers' meeting the previous day.

- 12.1.3** The union would now be recommending to members that we settle on the pay increases contained in the NewsExtra as outlined.
- 12.1.4** Discussion took place from Council, particularly on issues such as notice of meetings and professional development. The Deputy Secretary responded that the IEU had indicated to the AIS that we would be prepared to agree to some changes, provided teachers received reasonable notice of commitments including teacher attendance dates.
- 12.2** Catholic Systemic Schools
- 12.2.1** The Secretary reported on the material tabled at sub branch meetings for members' consideration of the themes for a draft log of claims for the next Catholic Systemic Schools EA for teachers and support staff which expires on 31 December 2021. Formal bargaining with the employers has not yet commenced and it is hoped that a claim can be formalised at the October AGM. A PowerPoint presentation was delivered to Council on the themes for discussion by Council.
- 12.2.2** Professional Officer Pat Devery reported on 'Respect for the Professional Judgement of Teachers' and that we are asking members to come up with some industrial solutions to be put into an industrial framework.
- 12.2.3** Assistant Secretary Liam Griffiths reported on 'Additional Teacher Directed Release Time' and in light of The Gallop Report and its strong recommendations around release time that supports teachers in their work, we will be campaigning for a significant amount of release time in negotiations.
- 12.2.4** Professional Officer Veronica Yewdall reported on 'Promoting the understanding that NESAs requirements around programming and professional learning are not exceeded by additional employer demands' and reported on the last round of negotiations and the key issues around programming and professional learning.
- 12.2.5** Assistant Secretary Liam Griffiths reported on the 'Review of current WPAs for possible enhanced provisions to manage workloads/intensification'. WPA negotiations with Sydney Catholic Schools were also reported on and that some steady progress has been made with SCS.
- 12.2.6** Deputy Secretary Carol Matthews reported on 'Enhanced salary outcomes which reflect the current industry rate'. She reported on the pay increase for government teachers and that we had hoped for a better outcome in our own sector, but it was a difficult bargaining environment at present. The union has yet to have initial discussions with the employers.
- 12.2.7** Industrial Officer Carolyn Moore reported on 'Ensuring that support staff increases (already in the DET) are replicated in Catholic systemic rates'. She also gave an update on the joint IEU/CER working party and that the work of the working party has now finished and that the next meeting was to review and consolidate the recommendations of the working party.
- 12.2.8** Discussion took place from Councillors on issues such as: remote and online learning and workload pressures; Twilight PD; work intensification and data issues; more time for teachers to teach and less time for administration; excessive programming and its compliance; the Education Impact Test and what its data is used for; first aid training and a policy position. Serious concerns around the HSC were also discussed and the need to support teachers was stressed.
- 12.2.9** Assistant Secretary Pam Smith responded to the remote and online learning issue and that it had been raised with CEDP recently foreshadowed this issue in the next Work Practices Agreement; and that it also had been raised at the Principals' Sub Branch Meeting on 7 August.
- 12.2.10** IEU Organiser Marilyn Jervis reported on the recent successful Southern Suburbs Reps Huddle and the issues raised; and that there will be a further huddle in the next few weeks.
- 12.2.11** Vice President ACT Angela McDonald offered her appreciation to the ACT Organisers for the communication sent at such short notice in regard to the Canberra lockdown; and ACT members were very appreciative.
- 12.2.12** South Coast Sub Branch President and Executive member Glenn Lowe referred to assessment notifications for Year 12's. The Secretary acknowledged Glenn for his recent work on the South Coast Radio as IEU South Coast Sub Branch President advocating on behalf of teachers.
- 12.3** Catholic Independent Schools
- 12.3.1** Deputy Secretary Carol Matthews reported that the union is close to agreement with the three ACT Catholic congregational schools and that the agreement would be put to a vote in the next few weeks.

**12.3.2** NSW Catholic independent schools were reported on and in particular the issue with Model A schools which follow the AIS schools and that it may be difficult to reach a settlement in these schools. Discussions have taken place with this group of schools, but negotiations have been put on hold, pending the settlement for independent schools with the AIS.

**12.4** COVID-19, Vaccinations and Return to School

**12.4.1** The Secretary referred to the IEU/NSW Teachers Federation Joint Statement calling for a delay in the face-to-face return of Year 12 students and for the NSW Government to implement certain measures in the Greater Sydney Area.

**12.4.2** The IEU also wrote an open letter to the NSW Premier in relation to the proposed return of Year 12 students to schools on Monday 16 August. The union sought that this policy be reconsidered and revised in light of the overwhelming health advice to the community and further, the union is trusting that the health concerns of teachers, support staff, principals and students in schools are paramount and remain the absolute priority during the pandemic. The union called on the NSW Premier to talk to teachers and their unions about any return to the workplace.

**12.4.3** Further to the open letter to the Premier, the union was invited to a briefing with Dr Greg Stewart, of NSW Health, on 3 August in regard to Year 12 arrangements post 16 August and other COVID matters. The union has been promised a further briefing with NSW Health in the next few weeks.

**12.4.4** The online IEU Conversation with NESA was further reported on. NESA's CEO Paul Martin has agreed to take part in the HSC briefing next Tuesday 17 August and Council delegates of Year 12 classes were encouraged to join in the briefing.

**12.4.5** The Secretary reported on the current operation of the union and that with the Sydney, Parramatta and Newcastle offices in lockdown, the switch has been operational through the Lismore and Canberra offices. Since the beginning of August, there have been 41 Zoom meetings on the main IEU account, so the work of the union is still proceeding. The Secretary acknowledged this and offered his appreciation to all staff.

**12.5** Recruitment and Retention

**12.5.1** Membership and Organising Coordinator Dave Towson tabled a Recruitment and Retention Report and reported on items contained therein.

**12.5.2** The report outlined that July was traditionally the time when the union sees a dip in membership as members who had paid their dues up to the end of last year and not since and get automatically cancelled after six months.

**12.5.3** The comparison for resigned members for July 2020 and July 2021 and the reasons for resigning were outlined and in particular to the highlighted items such as: 'financial reasons'; 'no reason given' 'retirement'; and 'not interested in the union anymore'.

**12.5.4** The membership team, Organisers and administrative staff were acknowledged for the massive effort in calling deemed resigned members before they drop off. Membership is making and taking many more calls whilst working from home, including the 200 or so casual members who have applied for fee relief; and that this group of members were extremely grateful.

**12.5.5** Discussion took place on the figures, and it was noted that the percentages could be misleading and actual figures should be looked at.

**13.0** **Questions without notice**

**13.1** There were no questions without notice.

**14.0** **Other business**

**14.1** There was no other business.

**14.2** The President thanked all present for their attendance at the meeting and to keep up the good work on behalf of members.

The meeting closed at 12.00 noon.



# 2011 ANNUAL REPORT



# Draft budget 2022

	2020 YE (31/12/2020)	2021YTD (30/9/2021)	2021 Budget (31/12/2021)	2022 Budget (31/12/2022)
Excluding GST				
<b>Income</b>				
Membership – NPRD (2.28%)	5,279,823	4,458,255	5,562,727	5,690,000
Membership – PRD (2.28%)	10,479,674	7,852,458	9,076,364	9,283,636
<b>Sub total</b>	<b>15,759,498</b>	<b>12,310,713</b>	<b>14,639,091</b>	<b>14,973,636</b>
<b>Other Income</b>				
Advertising	64,120	86,709	103,636	91,364
Cashflow Booster Revenue	100,000	-	-	-
Insurance Recoveries	47,681	-	-	-
Interest Received	43,182	20,045	57,000	37,000
Private car use reimbursement	9,860	8,301	10,000	5,000
Profit on Disposal of Assets	-	40,161	-	-
Publications/Subscriptions	95,977	70,763	97,273	105,909
Rental Income	08,324	105,677	143,636	114,455
Seminars & Conferences	176	(110)	23,636	23,636
Sitting Fees	101,745	29,737	75,455	43,545
Other	19,614	96,337	27,273	36,364
<b>Sub total</b>	<b>590,679</b>	<b>457,619</b>	<b>537,909</b>	<b>457,273</b>
<b>Total income</b>	<b>16,350,177</b>	<b>12,768,332</b>	<b>15,177,000</b>	<b>15,430,909</b>
<b>Expenses</b>				
<b>Employee Costs</b>				
Casual/Temporary Staff	17,516	17,782	50,000	50,000
Fringe Benefits Tax	84,439	30,468	65,000	65,000
Overtime	9,336	3,857	20,000	20,000
Payroll Tax	496,524	292,123	496,000	452,000
Annual Leave Expense	67,294	-	-	-
LSL Expense	18,546	-	-	-
Superannuation	1,068,791	832,082	1,096,000	1,133,000
Wages and Salaries	8,283,776	6,565,867	8,780,000	8,901,360
<b>Sub total</b>	<b>10,046,224</b>	<b>7,742,179</b>	<b>10,507,000</b>	<b>10,621,360</b>
<b>Affiliations &amp; Capitation Fees</b>	878,568	775,698	833,636	833,636
<b>Meetings &amp; Conferences</b>				
Sub Branch	32,718	67,110	109,091	109,091
Council/AGM	36,989	63,064	176,364	176,364
Executive	55,795	58,915	145,455	145,455
General Meeting	3,565	7,632	50,000	50,000
Officer	66,276	87,495	272,727	272,727
Seminars/Conferences	3,259	28,120	114,500	114,500
<b>Sub total</b>	<b>208,603</b>	<b>312,337</b>	<b>868,137</b>	<b>868,136</b>
<b>Printing and Publication Expenses</b>				
Printing	88,747	32,248	86,364	147,273
Publication	418,426	322,077	419,091	422,818
<b>Sub total</b>	<b>507,172</b>	<b>354,325</b>	<b>505,455</b>	<b>570,091</b>

	2020 YE (31/12/2020)	2021 YTD (30/9/2021)	2021 Budget (31/12/2021) Excluding GST	2022 Budget (31/12/2022)
<b>Legal Costs</b>				
Barristers and Solicitors	90,025	85,620	186,364	186,364
Workers Compensation	1,585	-	4,545	4,545
Other	28,535	10,700	20,000	20,000
<b>Sub total</b>	<b>120,144</b>	<b>96,320</b>	<b>210,909</b>	<b>210,909</b>
<b>Information Technology Expenses</b>	421,783	190,480	250,000	364,545
<b>Property Expenses</b>	297,398	238,841	443,025	443,026
<b>Insurance Expenses</b>	146,551	181,830	179,545	186,364
<b>Motor Vehicles Expenses</b>	132,597	106,118	123,636	123,636
<b>Union Training Expenses</b>	28,927	35,162	130,000	130,000
<b>Campaign Costs</b>	-	3,000	100,000	100,000
<b>PRD Commission Expenses</b>	95,662	-	90,000	109,091
<b>Leasing Office Equipment/Maintenance</b>	61,856	45,367	61,727	61,728
<b>Donations Expenses</b>	2,200	4,958	10,000	10,000
<b>Depreciation</b>	358,851	562,104	665,000	665,000
<b>Other Expenses</b>				
Books, Periodicals & Subscriptions	0,753	13,028	23,636	20,909
Clerical Staff Expenses	1,688	2,209	10,000	5,000
Bad Debts Written Off	(68,461)	-	-	-
Consultancy Fees	-	-	10,000	10,000
Staff Recruitment	9,848	130	909	909
Staff Training and Development	16,029	6,792	45,000	45,000
Branding	11,605	4,433	18,182	18,182
Recruitment & Retention Initiatives	22,267	48,414	22,727	22,727
Research	-	2,984	20,000	20,000
Teacher Exchange/Member Benefits	14,427	14,178	27,273	27,273
Office Requisites	16,171	9,560	32,727	32,727
Postage & Couriers	26,860	16,098	108,455	108,455
Rent (Wollongong Office)	-	-	-	3,636
Stationery	5,370	2,941	19,363	19,363
Telephone / Mobile	107,642	185,952	250,910	250,910
Grant	9,000	-	-	-
Audit and Accounting Fees	50,800	2,500	53,636	53,636
Adjustment/Other	1,543	1,394	4,545	1,818
<b>Sub total</b>	<b>245,543</b>	<b>310,611</b>	<b>647,363</b>	<b>640,546</b>
<b>Finance Costs</b>				
Bank & CC Service Charges	62,227	62,192	60,909	63,636
<b>Total Expenses</b>	<b>13,614,307</b>	<b>11,021,521</b>	<b>15,686,342</b>	<b>16,001,705</b>
<b>Surplus/(deficit)</b>	<b>2,735,870</b>	<b>1,746,811</b>	<b>(509,342)</b>	<b>(570,796)</b>
<b>Expenditure On Capital Items</b>				
Building Improvements	41,956	4,000	90,909	90,909
Furniture & Fittings	29,041	4,214	36,364	36,364
New motor vehicles	182,438	90,897	90,909	90,909
Other assets	105,417	97,328	45,455	45,455
	<b>358,851</b>	<b>196,439</b>	<b>263,637</b>	<b>263,636</b>

	2020 YE (31/12/2020)	2021YTD (30/9/2021)	2021 Budget (31/12/2021)	2022 Budget (31/12/2022)
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Excluding GST

<b>Total Expenses after Capital Expenditure</b>	<b>13,973,158</b>	<b>11,217,960</b>	<b>15,949,982</b>	<b>16,265,342</b>
<b>Net Result excluding GST (deficit)</b>	<b>2,377,019</b>	<b>1,550,372</b>	<b>(772,982)</b>	<b>(834,433)</b>
Add back non-cash items				
Depreciation	358,851	562,104	665,000	665,000
<b>Surplus/(deficit)</b>	<b>2,735,870</b>	<b>2,112,476</b>	<b>(107,982)</b>	<b>(169,433)</b>

IEUA NSW/ACT Branch

# Statement of profit and loss

Account Name	September 2021	YTD 2021	Budget	%
<b>Income</b>				
Membership - NPRD	218,167	4,458,255	5,562,727	80%
Membership - PRD	957,073	7,852,458	9,076,364	87%
	1,175,239	12,310,713	14,639,091	84%
Advertising	1,054	86,709	103,636	84%
Interest Received	82	20,045	57,000	35%
Private Car Use Reimbursement	0	8,301	10,000	83%
Profit on Disposal of Assets	0	40,161	0	
Publications/Subscriptions	238	70,763	97,273	73%
Rental Income	12,037	105,677	143,636	74%
Seminars & Conferences	45	(110)	23,636	0%
Sitting Fees	1,500	29,737	75,455	39%
Other	38,872	96,337	27,273	353%
	53,829	457,619	537,909	85%
<b>Total income</b>	<b>1,229,068</b>	<b>12,768,332</b>	<b>15,177,000</b>	<b>84%</b>
<b>Expenses</b>				
<b>Administration</b>				
Audit & Accountancy Fees	0	2,500	53,636	5%
Finance Costs - Bank & CC Service Charges	4,600	62,192	60,909	102%
Books, Periodicals & Subscriptions	1,042	13,028	23,636	55%
Clerical Staff Expenses	0	2,209	10,000	22%
Consultancy Fees	0	0	10,000	0%
Depreciation	60,514	562,104	665,000	85%
Insurance	0	181,830	179,545	101%
IT/Technology Maint/Serv/Repairs	7,139	190,480	250,000	76%
Motor Vehicle	3,404	106,118	123,636	86%
PRD Commission	0	0	90,000	0%
Printing	(494)	32,248	86,364	37%
Staff Recruitment	0	130	909	14%
Staff Training & Development	667	6,792	45,000	15%
Other	1,191	1,394	4,545	31%
	78,063	1,161,025	1,603,180	72%

Account Name	September 2020YTD	2020	Budget	%
<b>Meetings &amp; Conferences</b>				
Sub Branch	1,561	67,110	109,091	62%
Council/AGM	(2,460)	63,064	176,364	36%
Executive	152	58,915	145,455	41%
General Meeting	17	7,632	50,000	15%
Officer	710	87,495	272,727	32%
Seminars/Conferences	0	28,120	114,500	25%
	<b>(21)</b>	<b>312,337</b>	<b>868,137</b>	<b>36%</b>
<b>Legal</b>				
Barrister & Solicitors	16,082	85,620	186,364	46%
Workers Compensation	0	0	4,545	0%
Other	1,427	10,700	20,000	54%
	<b>17,510</b>	<b>96,320</b>	<b>210,909</b>	<b>46%</b>
<b>Services</b>				
Affiliation & Capitation	134,208	775,698	833,636	93%
Branding	0	4,433	18,182	24%
Campaign Costs	0	3,000	100,000	3%
Donations	0	4,958	10,000	50%
Grant	0	0	0	0%
Publication	45,997	322,077	419,091	77%
Recruitment & Retention Initiatives	0	48,414	22,727	213%
Research	500	2,984	20,000	15%
Teacher Exchange & Member Benefit	0	14,178	27,273	52%
Union Training	(199)	35,162	130,000	27%
	<b>180,506</b>	<b>1,210,902</b>	<b>1,580,909</b>	<b>77%</b>
<b>Employee Costs</b>				
Casual Staff	0	17,782	50,000	36%
Fringe Benefits Tax	0	30,468	65,000	47%
Overtime	0	3,857	20,000	19%
Payroll Tax	34,296	292,123	496,000	59%
Superannuation	126,587	832,082	1,096,000	76%
Wages & Salaries	950,896	6,565,867	8,780,000	75%
	<b>1,111,779</b>	<b>7,742,179</b>	<b>10,507,000</b>	<b>74%</b>
<b>Sydney Office</b>				
Building Operating Expenses				
- Cleaning	0	16,011	36,364	44%
- Plant Hire	61	1,031	1,818	57%
- Repairs & Maint.	1,010	17,094	31,818	54%
- Rubbish Collection	55	817	4,545	18%
- Strata / Levy	5,220	20,851	22,727	92%
- Utilities	1,224	14,752	33,545	44%
- Other	0	1,500	4,545	33%
Leasing Office Equipment	2,433	27,124	34,091	80%
Office Requisites	(1)	5,606	18,182	31%
Postage & Couriers	256	12,112	90,909	13%
Rates & Taxes	0	18,429	20,000	92%
Stationery	0	1,715	13,636	13%
Telephone/Mobile	10,261	95,890	128,182	75%
	<b>20,519</b>	<b>232,932</b>	<b>440,362</b>	<b>53%</b>

Account Name	September 2020	YTD 2020	Budget	%
<b>Canberra Office</b>				
Building Operating Expenses				
- Cleaning	651	4,944	6,364	8%
- Plant Hire	127	1,147	1,818	63%
- Repairs & Maint.	0	16	909	2%
- Rubbish Collection	5	167	545	31%
- Strata / Levy	0	9,293	19,091	49%
- Utilities	0	2,367	3,273	72%
Leasing Office Equipment	561	4,977	6,636	75%
Office Requisites	43	1,119	2,727	41%
Other (U9 & U10)	0	14,991	37,409	40%
Postage & Couriers	71	822	5,455	15%
Rates/Taxes	0	0	8,000	0%
Stationery	0	171	1,182	14%
Telephone/Mobile	2,074	18,248	26,364	69%
	<b>3,531</b>	<b>58,263</b>	<b>119,773</b>	<b>49%</b>
<b>Lismore Office</b>				
Building Operating Expenses	450	3,240	4,545	71%
- Repairs & Maint.	0	821	909	90%
- Strata/Levy	0	6,620	10,000	66%
- Utilities	715	1,806	6,000	30%
Leasing Office Equipment	412	825	4,182	20%
Office Requisites	0	564	1,818	31%
Postage & Couriers	0	0	1,364	0%
Rates / Taxes	0	1,125	2,000	56%
Stationery	0	141	909	16%
Telephone/Mobile	2,494	22,842	30,909	74%
	<b>4,071</b>	<b>37,984</b>	<b>62,636</b>	<b>61%</b>
<b>Newcastle Office</b>				
Building Operating Expenses				
- Cleaning	1,187	10,844	19,091	57%
- Plant Hire	124	1,112	1,455	76%
- Repairs & Maint.	143	2,527	2,000	126%
- Rubbish Collection	0	0	1,182	0%
- Strata/Levy	2,487	9,947	13,636	73%
- Utilities	0	4,001	15,000	27%
Leasing Office Equipment	417	3,753	5,000	75%
Office Requisites	123	565	1,818	31%
Postage & Couriers	0	224	1,636	14%
Rates/Taxes	0	4,182	4,200	100%
Stationery	0	225	909	25%
Telephone/Mobile	2,028	18,605	25,455	73%
	<b>6,508</b>	<b>55,984</b>	<b>91,382</b>	<b>61%</b>

Account Name	September 2020	YTD 2020	Budget	%
<b>Parramatta Office</b>				
Building Operating Expenses				
- Cleaning	0	9,180	18,182	50%
- Plant Hire	23	383	2,182	18%
- Repairs & Maint.	0	486	24,545	2%
- Rubbish Collection	0	151	545	28%
- Strata/Levy	0	46,959	58,182	81%
- Utilities	614	2,975	6,600	45%
Leasing Office Equipment	973	8,688	11,818	74%
Office Requisites	34	1,705	8,182	21%
Postage & Couriers	153	2,940	9,091	32%
Rates/Taxes	0	9,070	20,000	45%
Stationery	0	689	2,727	25%
Telephone/Mobile	3,291	30,368	40,000	76%
	<b>5,088</b>	<b>113,594</b>	<b>202,054</b>	<b>56%</b>
<b>Total Expenses</b>	<b>1,427,554</b>	<b>11,021,521</b>	<b>15,686,342</b>	<b>70%</b>
<b>Net Profit/(Loss)</b>	<b>(198,486)</b>	<b>1,746,811</b>	<b>(509,342)</b>	

# OUTLINE & ANNEXURES

## Introduction

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# 2011 ANNUAL REPORT



# Introduction



***IEUA NSW/ACT Branch Secretary Mark Northam and Acting Secretary Carol Matthews.***

I am delivering this report on behalf of the Branch Secretary, Mark Northam, who is on leave. The last 12 months have seen unprecedented interruption to daily life in all countries of the world.

Without doubt, Australia has escaped the worst of the pandemic. However, the Delta variant of the COVID virus proved challenging in the second half of the year with NSW schools in many parts of the state effectively closed for nearly four months from late June until late October. ACT schools have also been closed from mid-July until late October. Residents of 12 Sydney Local Government Areas suffered particularly onerous restrictions as the NSW Government struggled to limit transmission of the highly contagious variant. There has been an atmosphere of fear and trepidation only starting to dissipate as vaccination levels have approached 80 percent of the population and the NSW Government launched its roadmap out of lockdown from 11 October.

One measure used by the NSW Government to control the spread of the virus has been Public Health Orders (PHOs) requiring employees in particular sectors to be vaccinated against COVID, including health and aged care. A PHO was also made requiring early learning centre and disability

staff who lived or worked in one of the 12 LGAs to have had at least one dose of the vaccination or have a medical contraindication certificate. Similar provisions applied to other authorised workers, such as school staff, who had to leave one of the 12 LGAs for work and those workers also required a government permit. Keeping up to date with the changes and understanding who was caught became a full-time occupation.

In late August, the NSW Government dropped a bombshell when it announced its intention to require all school and early learning centre staff to be double vaccinated by 8 November. There was a considerable delay in the making of the PHO causing confusion and doubt as to whether the government would implement its policy and whether a broader range of exemptions would be available than foreshadowed by the government. The union was flooded by complaints about the government policy, including by people who were not members or who had only joined the union shortly before. Finally, a PHO was made on 23 September 2021 in line with the August announcement. A week later a new timetable was announced for the re-opening of schools across Sydney and many regional areas. And a few days later, the Premier and Deputy Premier of NSW resigned.

Public Health Orders were also made in Victoria requiring school and early learning centre staff to be fully vaccinated, but the ACT Government has resisted the trend.

Given the highly contagious nature of the Delta variant, IEU offices have been closed for much of the period from late June with skeleton staff assisting with the switch and doing other work that was difficult to perform from home.

All union activity in the past year must be seen against this backdrop, but as set out in the Annexures to this Annual Report, the unique circumstances of 2021 have affected some union functions more than others.

The Industrial Annexure recounts that one impact of COVID on the industrial work of the union has been that for much of the year, court, tribunal and Fair Work Commission appearances and hearings have been conducted online whereas previously they were conducted face-to-face.

In the Catholic systemic school sector, a two-year enterprise agreement was bedded down in late 2020 for teachers and support staff in NSW and the ACT. Enterprise agreements for principals (one limited to Sydney Catholic Schools and the other covering principals in the remaining dioceses) were made at the same time. Pay rises reflected those in the public sector with the notable exception of increases for support staff where we were still unable to achieve the increases the NSW Public Service Association obtained in August 2019 for support staff in NSW public schools as a result of their pay equity case. Nevertheless, a joint IEU/Catholic Employment Relations (CER) Working Party was agreed to and has met five times this year to consider the comparability of positions in the administrative and classroom and learning support streams in government and Catholic systemic schools. A report is due shortly.

New agreements were also made for teachers and support staff in NSW Model B and Model C Catholic independent schools, largely reflecting the settlement in NSW Catholic systemic schools. NSW Model A Catholic independent schools paid their staff an increase of 2.28% in 2021 but refused to make new agreements because of the delay in bargaining in independent schools represented by the Association of Independent Schools (AIS). In late 2020, a new Multi-Enterprise Agreement (MEA) was made to cover support staff in the three ACT Catholic independent schools and a Teachers MEA should be made shortly.

In the independent school sector, uncertainty caused by COVID in 2020 totally disrupted bargaining with the AIS for new MEAs to replace the Teachers and Support Staff MEAs that expired in January 2021. The AIS refused to recommend a general pay rise for 2021 so the union campaigned school by school for increases, achieving pay rises in the overwhelming majority of schools. A settlement has now been reached on almost all outstanding issues and new MEAs will be made in coming weeks.

Fortunately, negotiations in relation to Christian schools, including those represented by the AIS, have proceeded without delay. A new MEA was made for teachers in NSW in Christian schools represented by Christian Schools Australia (CSA) and Christian Education National (CEN) and a separate MEA was made for teachers in NSW Christian schools represented by the AIS. An MEA to cover support staff in three Christian schools in the ACT is also close to finalisation.

A major part of the union's work over an eight-year period has almost come to an end with the decision in April 2021 in the union's long-running case for pay rises for teachers in early childhood services. Although the Fair Work Commission rejected the union's application for an Equal Remuneration Order, the Commission accepted that there has been a significant increase in the work value of teachers employed in schools and early childhood services since the pay relativities for teachers were first set in the federal system. Following hearings in August 2021, a draft modern award variation was released for comment by the Commission on 11 October, adopting almost all of the drafting submissions by the union.

Enterprise bargaining has also continued in the early childhood sector but the difficult state of the ELICOS industry due to the closure of Australia's international borders because of COVID has made bargaining with English colleges almost impossible.

The Early Childhood Annexure describes the range of our work on behalf of members employed in early learning centres. In addition to the industrial work outlined above, the union actively engaged in a range of lobbying and representational roles. We participated in consultations conducted by the federal early childhood regulatory authority, the Australian Children's Education and Care Quality Authority (ACECQA), in relation to a National Workforce Strategy. We also actively engaged in the Thrive by Five campaign, which is lobbying to improve access to early learning and participated in a delegation to meet the federal Minister for Education and Youth, the Hon Alan Tudge MP.

Support staff have continued to be a major focus of our program in 2021, as set out in the Support Staff Annexure. The work of IEU members and Officers on the IEU/CER Working Party (referred to above) has been ground-breaking. The Support Staff Advisory Committee has continued to support work in this sector, providing input in relation to publications, events such as Support Staff Day in May and advice in relation to the planned 2021 Support Staff Conference (unfortunately postponed due to COVID).

Another group of members who have remained closely engaged with the union is principals – see the Principals Annexure for further details. Principals have faced particular challenges this year and, as in 2020, have been on the front line of planning how to guide their school communities in the face of the COVID challenge. Principals have

continued to meet on a regular basis by Zoom when face-to-face meetings were not possible.

The area of our work most heavily impacted by COVID has been our recruitment and organising (see the Membership Statistics and School Visits and Recruitment and Organising Annexures). Notwithstanding these difficulties, IEU membership over the period of the last 12 months is in a strong position, although we have not been able to retain all the members who joined at the start of the COVID outbreak in early 2020.

Organisers have developed new techniques to meet with members by Zoom, either at Chapter meetings or on occasion in "huddles", that is, meetings involving Reps and members across a number of schools. However, without doubt, our ability to recruit new members has been hampered, particularly in the areas subject to the longest lockdowns. In recent months, the IEU, along with other unions, has been targeted by anti-vaccination campaigners who have encouraged union members to resign as a way of trying to force the union to oppose mandatory vaccination. Although some members have resigned, others have re-joined when an individual approach has been made to them by their Organiser. Our administrative staff in general and our membership team in particular have done an outstanding job in chasing unfinancial members and improving the information we have about members and our general efficiency.

As explained in the Professional Engagement Annexure, our educational issues agenda has been renamed professional engagement in 2021 to reflect the broad range of issues in which the union engages.

Our professional engagement team has been active in representing the union in a large number of forums, both at the state and national level.

Staff have represented the union on the NESA Board and on the NESA Policy Advisory Committee. We have participated in the NSW Curriculum Reform Stakeholder Roundtable Forums. At the national level, we have engaged with the Australian Institute for Teaching and School Leadership (AITSL)'s Teacher Practice Reference Group in relation to online formative assessment. A highlight has been the work we have done on the Nationally Consistent Collection of Data (NCCD), from the initial establishment of an IEU working group, the conduct of the survey, to the negotiations with employers and ultimately, the achievement of substantially improved guidelines for the process that will be released by the Department of Education, Skills and Employment (DESE).

The union has lobbied on behalf of teachers in relation to accreditation issues and has continued to provide support for teachers undertaking Proficient Teacher accreditation. As in previous years, we have provided outstanding support for members seeking Experienced Teacher accreditation in independent schools.

The union's professional development program has struggled in 2021, because of the change to

NESA policy requiring that in order to be accredited, PD must focus on one of the four designated priority areas. However, members have still been able to access the large number of courses stored on the IEUZone.

The Union Training Annexure explains that our trade union training program has been another casualty of the COVID lockdowns in 2020 and 2021. Only a limited number of training days were able to be conducted with Reps being understandably reluctant to attend Zoom training when face-to-face training was not possible. Notwithstanding the long periods of lockdown, the Activists Conference was able to proceed in Leura in April and was a great success.

One of the areas of our work that has not been negatively impacted by COVID has been media and communications. Our team has done an outstanding job in producing a full suite of vibrant publications, in maintaining a strong social media presence and have at the same time kept our website up to date. Press coverage of the union's agenda has been unprecedented in the last 12 months. The breadth and details of our activities are described in the Media and Communications Annexure and reflect great credit on our team.

The Women and Equity Annexure explains the host of activities that have been organised at the Branch and national levels of the union by the union's NSW/ACT Women and Equity Committee. The concepts of gender, respect and consent were especially topical in 2021 and delegates and others who attended the June IEU Council particularly enjoyed the panel session on this theme with great guest speakers. There were many other popular events as set out in the Annexure.

The union's Aboriginal and Torres Strait Islander Advisory Committee continued its work in 2021 but was unable to progress the Reconciliation Action Plan (RAP) due to difficulties in consulting with the community due to COVID restrictions.

Unfortunately, the hard work of the union's Environment Committee was unable to come to fruition because COVID caused the postponement of the three exciting events planned for August and September. These will now be held next year.

The Environment Annexure describes the outcome of the 2020 grants process and the projects that were implemented by the winners over the last year.

Responding to child protection allegations on behalf of members is a core function of the union. The Child Protection Annexure outlines our work on behalf of individual members and in raising issues with government about the child protection schemes in place in NSW and the ACT.

The Social Justice Annexure reflects the important work the union has done in participating in the organisation of Palm Sunday and May Day 2021 rallies (both held in person). Other activities have been providing support to APHEDA (the ACTU international aid organisation), assisting in the development of resources to support gender-



**Protesting salary caps: from left, NSW Labor Leader Chris Minns; Unions NSW Secretary Mark Morey; and IEUA NSW/ACT Branch Secretary Mark Northam.**

diverse students in schools and the campaign against the Parental Rights Bill. The union Executive has also supported a number of causes by donations.

Superannuation is always a topic of interest to IEU members. A detailed report in the NGS Super Annexure outlines the investment performance of the fund and explains the failed merger with the Australian Catholic Superannuation Retirement Fund (ACS).

Our regional offices in Canberra, Lismore and Newcastle continue to provide a high level of service to members. Although the Lismore office moved to new premises from the start of 2020, the official opening of the office was delayed until Term 1 this year. The long-delayed event was very enjoyable. Our Canberra office is also facing a move with the finalisation of the sale of the building in which we are presently located on 13 October. The work of all three offices is set out in detail in the relevant Annexures.

Our teacher exchange program was unable to continue in 2021 due to COVID and is also suspended for 2022. However, there were considerable logistical difficulties for exchangees stranded overseas in late 2020 who had difficulty returning with the borders closing and the IEU provided support to affected members, as reported in the Annexure.

The union has continued to support Union Shopper as a key member benefit (see the Member Benefits Annexure). We also are affiliated with the Workers Health Centre and the Welfare Rights Centre which provide services accessible by members. We continue to have partnerships with Teachers Health, Teachers Mutual Bank and NGS Super.

The National and International Annexure sets out the work of the IEUA nationally in federal consultations and campaigns on behalf of members, and to a lesser extent in 2021, solidarity work at the international level. NSW/ACT officers have been involved in much of this work which is also supported financially by payment of capitation fees to the federal union by our Branch.

The union has continued to work closely with the ACTU, under the inspired leadership of Sally McManus and Michele O'Neil, and Unions NSW under the strong leadership of Mark Morey. We remain active in regional union organisations including Hunter Unions, the South Coast Labour Council and Unions ACT.

Please take the time to read the Annexures to this Annual Report for a fuller appreciation of the work of the union – it is impossible to summarise adequately the range of activities in this Introduction.

Finally, on behalf of myself and Mark, I would like to thank Executive and Council for your continuing support of the work of the union – the support and engagement of members in decision-making is crucial to our success. And to staff who have done their very best during a difficult year, also our special thanks. And as a very last word, I would like to express my thanks for the exceptional job that has been done by Mark, Pam, and Liam, as the leadership team over the last year. Thank you all for your support.

Carol Matthews  
Acting Secretary

# Industrial

## Introduction

The ongoing impact of COVID, and the lockdowns following the Delta variant outbreak, continued to dominate the industrial matters and enquiries attended to by the union in 2021. Notwithstanding this, a number of large and smaller enterprise agreements (EAs) were successfully concluded and approved during the year, with a substantial number of workplaces continuing to engage with active bargaining.

The use of technology to actively represent members is something that has been refined by the union, its members, employers and governmental agencies. Almost all Court, Commission and Tribunal matters this year have been conducted using videoconferencing or teleconferencing, from case preparation through to confidential conciliation conferences and hearings. By contrast to 2020, the union has managed to overcome pandemic-related resistance to bargaining and meetings by employers; formal and informal meetings, both large and small, are able to be convened on short notice which enables the union to attend to the full range of industrial matters affecting members.

## Teachers and support staff in NSW and ACT Catholic systemic schools

Following the report in last year's Industrial Annexure, the *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020* was approved by a vote of employees in early November 2020, and subsequent application to the Fair Work Commission (FWC) in December. The EA was approved by the FWC and commenced operation on 21 January 2021. The EA provided for pay increases for 2020 and 2021 in the order of 2.5% and 2.28% for teachers in NSW schools and support staff and 3% and 3% for teachers in ACT schools. These outcomes were consistent with public sector outcomes for teachers, notwithstanding that general NSW public sector wage outcomes in 2020 were capped at 0.3%. The nominal term of the EA expires on 31 December 2021.

While the union was unable to secure the improvements received by NSW government school non-teaching staff in this EA, it extracted a commitment to establish a working party for the purpose of determining the comparability of non-teaching roles in Catholic systemic schools to their government school counterparts. This important work is reported on later in this annexure and will form the basis of the claim for the next round of bargaining.

The new EA saw improvements in teacher classifications including the transfer of all pre-2014 teachers to the standards scale, recognition of a year of unpaid parental leave as teaching service for the purpose of salary progression and credit for teaching service in an early learning centre from 2020.

The EA also introduces two new forms of paid leave - five days of emergency disaster leave for employees unable to attend work because of a natural disaster, and 10 days per annum for employees experiencing domestic or family violence.

Other gains were achieved in diocesan Work Practices Agreements (WPAs) which, although generally not contained in the EA, contain matters about which disputes may be taken to the FWC. A number of dioceses moved to reduce meeting times in primary schools to 10 hours per term, and one diocese agreed to grant primary teachers an extra half hour per week of release time.

With the public sector wage cap reverting to 2.5% of total employee costs from 2021 and beyond, it appears likely that government school teachers will receive increases in the next wage round in the order of 2.5% (or 2.28% or less where a scheduled increase to the Superannuation Guarantee proceeds).

## Principals in NSW and ACT Catholic systemic schools

New EAs covering principals in Catholic systemic schools were negotiated and approved in late 2020 and early 2021. The EA covering principals in all dioceses (other than Sydney Catholic Schools) was approved by the FWC and commenced operation on 31 December 2021. The EA covering principals in Sydney Catholic Schools was approved on 29 January 2021 and commenced operation from 5 February 2021. Both EAs have a nominal term that expires on 31 December 2021.

As with other systemic staff, the Principals EAs provide for increases of 2.5% in 2020 and 2.28% in 2021. Both EAs also see the introduction of paid emergency disaster leave and domestic violence leave consistent with teachers and support staff. Similarly, the Principals EAs now also recognise a period of up to 12 months of unpaid parental leave as service for the purposes of classification and progression.

## Teachers and support staff in NSW Catholic independent schools

About 30 Catholic independent schools represented by Catholic Employment Relations (CER) fall into three groups – Model A, Model B and

Model C. Each group is covered by both a Teachers Multi-Enterprise Agreement (MEA) and a Support Staff MEA.

The union negotiated new Model B and Model C MEAs with CER in mid 2020. These agreements had a two-year term for 2020 and 2021 and reflected the settlement in Catholic systemic schools. Pay rates increased by 2.5% from the beginning of 2020 and 2.28% from the beginning of 2021. The Teachers MEAs contained for the first time the classification of Lead Teacher, and teaching service in early childhood services and overseas teaching service was recognised. In both Teachers and Support Staff MEAs, there were new provisions for emergency disaster leave and cultural and ceremonial leave was introduced. After some delay, employers agreed to a disputes procedure as part of the MEAs that permits arbitration.

The two Model B MEAs were approved by the FWC in late October 2020 (the Model C MEAs had been approved in September).

No new MEAs were made for the Model A group of schools. This group generally follows pay increases negotiated in the independent school sector that are represented by the Association of Independent Schools (AIS) and the MEAs had an expiry date of December 2020. Although bargaining commenced, the schools delayed making new MEAs because of the collapse of bargaining in AIS schools. Instead, interim pay rises of 2.28% were agreed for 2021, in line with the Model B and Model C outcomes.

### Teachers and support staff in ACT Catholic independent schools

The union has been negotiating a new MEA with CER to cover teachers employed at Daramalan College, Marist College Canberra, and St Edmund's College Canberra, following the expiry of the previous MEA in July 2021.

The parties have agreed on pay rises of 2.75% from October 2021, October 2022 and October 2023. Other changes include a significant one-off increase in the Graduate rate, additional increases in Assistant Principal rates, more flexible provisions in relation to evidence for personal/carer's leave, 10 days paid domestic violence leave, natural disaster leave, and 12 months of unpaid maternity leave to count as service for the purpose of salary progression. It is expected that a vote of employees will be conducted early in Term 4.

The *Support Staff (Daramalan College, Marist College Canberra, and St Edmund's College, Canberra) Multi-Enterprise Agreement 2019-2023* was approved by the FWC on 1 October 2020. This provided increases of 2.75% from each of April 2019, April 2020, April 2021 and April 2022 with additional increases for Building Maintenance and Grounds Maintenance staff and Level 1 Classroom Support staff. A new health care procedures allowance and an on-call allowance were also agreed. The disputes procedure in the MEA was

varied to allow the Commission to arbitrate a dispute. There were also changes to overtime on Saturday, the right for casual employees to request conversion to ongoing positions and other minor improvements.

### Teachers and support staff in NSW and ACT independent schools

The MEAs applying to teachers and support staff in independent schools represented by the AIS expired in January 2021. The union has been engaged in bargaining with the AIS since 2020, however the bargaining was substantially disrupted by the continuing impact of COVID.

In 2020, the AIS advised that its position was that pay rises for 2021, if any, would be determined by schools on a school-by-school basis; in other words, there was no recommendation from the AIS as to what level of pay increase should be made across the sector. The union spent much of 2021 working with members in schools to encourage and compel employers to commit to paying reasonable increases. This chapter level activism was assisted by the IEU publishing on our website the details of increases that had been agreed at each school on a map. Members were able to compare increases agreed by comparable schools and by geographic areas. Significantly, at one stage throughout the bargaining in 2021, the AIS conceded that the IEU had the superior understanding of increases that had been secured in this way. At the time of writing, almost all schools have paid an increase and the majority of these are paying 2% or more.

In August and September 2021, the IEU reached in-principle agreement with the AIS on the terms and conditions that would be included in new MEAs that are intended to go to a vote in Term 4 2021. The increases proposed are variable depending upon whether the scheduled increases of 0.5% to the Superannuation Guarantee come into effect in July 2022, 2023 and 2024.

In the event that the scheduled Superannuation Guarantee increases take effect each year, the MEA salary increases will be 3.28%, 2.28% and 2.53% in February 2022, 2023 and 2024. Should Superannuation Guarantee increases not proceed, the applicable salary increases would be 3.5%, 2.5% and 2.75%.

Importantly the MEA pay rise for 2022 is inclusive of any increases applied administratively by schools in 2021 following pressure by IEU members. Notwithstanding this, the position taken by the union, and communicated to the AIS, is that the IEU considers all staff should receive an actual increase of not less than 2% in 2022 that would be in addition to any increases received in 2021.

Despite the unprecedented difficulties wrought by the onset of COVID in this bargaining round, the union has secured other improvements in conditions. Since the introduction of the Standards model, progression between Band 1 Graduate and Band 2 Proficient has not occurred immediately

on attaining Proficient status. Instead, progression could originally only occur in February, and later also in July. The AIS has finally agreed to the union's claim that progression under the Standards Model Teachers MEA occur immediately upon a member attaining Proficient status.

The AIS has also partially met the IEU claim for the inclusion of paid leave for natural disasters in the Teachers and Support Staff MEAs. While this leave is limited to two days per occasion and did not meet the union's claim for five days, the AIS asserts that most schools in practice grant paid leave as required. Nonetheless the significance of the inclusion of a term in the MEA is that there now exists a clear entitlement available in those difficult cases where the employer seeks to dispute the basis of a member's need or entitlement to such leave.

The provisions relating to teacher attendance dates will be amended to clearly require that all dates of teacher attendance for the coming school year are locked in by the end of Term 3. Reasonable notice must be provided of all other meetings, PD etc with schools being required to give the maximum possible notice of such commitments and, where practicable, include such commitments in the annual school calendar.

The Teachers MEAs will also be amended to provide that leadership allowances for part-time teachers holding such positions may be paid pro rata if the teacher is not carrying out the full leadership role. The union considers this change may assist part-time teachers to attain leadership roles.

At the time of writing, the union anticipates the MEA will go to a vote in November.

### Teachers and support staff in ACT Early Learning Centres

The *ACT Catholic Education Early Learning Centre and School Age Care Centre Enterprise Agreement 2021* was made in August applying to teachers and educators working in early learning centres attached to Catholic schools in the ACT and conducted by the Archdiocese of Canberra and Goulburn. The new EA flowed on rates of pay and other improvements that had been agreed in the systemic schools bargaining and maintained parity with school rates of pay and conditions. Significantly, the employer sought to limit the operation of the EA to the ACT, with the effect that any centres established in the future in NSW would not be covered by the EA. As there are no such centres at the moment and therefore no one affected, the union reluctantly agreed to the change. The EA is currently awaiting FWC approval.

### Teachers and support staff in NSW independent Christian schools

There are 10 Christian schools that were previously represented by Christian Schools Australia (CSA) that are now represented by the AIS. The MEAs that apply to these schools are still largely based on

earlier CSA templates rather than other AIS MEAs.

A new *Independent Christian Schools NSW Teachers MEA 2021* was endorsed by members in November 2020. The MEA contained pay rises of 2.25% in February 2021, February 2022 and February 2023 and improvements in conditions. These improvements include a reduced penalty in circumstances where teachers do not give the full four weeks' notice (a maximum of two weeks' pay is owed), more flexibility about the timing of concurrent parental leave (ie for fathers) and more detailed provisions relating to flexible working arrangements. The IEU was unable to reach agreement on a new allowance for Highly Accomplished and Lead Teachers but an existing policy for such a payment in a number of schools was reaffirmed and updated. The MEA was approved by the FWC in January 2021.

The *Independent Christian Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2019* was approved by the FWC in September 2020, with pay rises backdated to February 2020.

### Teachers and support staff in NSW Christian schools

The *NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021* was approved by the FWC in December 2020, applying to teachers in nearly 50 NSW Christian schools represented mainly by CSA. The MEA contains increases of 2.3% from February 2021, 2.3% from February 2022 and 2.5% from February 2023, and an allowance of \$6000 for teachers accredited as Highly Accomplished or Lead Teacher. Other improvements include more flexibility about the timing of concurrent parental leave (ie for fathers), more detailed provisions relating to flexible working arrangements, recognition for incremental progression purposes of overseas teaching service in a school and of service as an accredited early childhood teacher.

The *NSW Christian Schools General Staff Multi-Enterprise Agreement 2020-2023* was approved by the FWC in April 2020.

### Teachers and support staff in ACT Christian schools

The *ACT Christian Schools Teaching Staff Multi-Enterprise Agreement 2020* was made in late 2020 and approved by the FWC on 21 October 2020. The MEA, applying to teachers in three ACT Christian schools, was negotiated with CSA. The MEA provides for increases of 3% from July 2020, 3% from July 2021 and 2.5% from July 2022. In addition, there was a payment of a 1% pay rise from the start of the MEA, offsetting a 1% reduction in superannuation. Improvements in conditions include the introduction of a Lead Teacher classification, a new flexible working arrangements clause and more flexible timing of the taking of parental leave for the parent who is not the primary carer.

Negotiations have almost concluded for the ACT

*Christian Schools General Staff Multi-Enterprise Agreement 2021* to apply to non-teaching staff in the three schools. Agreement has been reached on pay rises of 3% from July 2021, 2.5% from July 2022 and 2.25% from July 2023 (a total of 7.75% over three years), with higher pay rises applying to preschool staff (a total of 9%) and school operational services staff (a total of 15.5%). Outstanding issues relate to the requirement to perform playground duty and attendance at school camps.

### **EA negotiations for counsellors in the Parramatta Diocese**

Bargaining has been underway since December 2020 for the next EA for Parramatta Diocese counsellors. While agreement has been reached in some areas such as portability of long service leave, access to emergency disaster leave, and recognition of up to 12 months of unpaid parental leave as service for salary progression, concerns remain about the quantum of the pay rises offered for 2022 and 2023. CEDP originally offered 1.27% for each of these years and this has since increased to 2% pa, however members seek increases of at least 2.28% pa for each year of the EA. (There is agreement for a 2.28% increase for this current year as per the Catholic systemic increase.)

Discussions are continuing with CER and CEDP to reach agreement in relation to the salary increases. Separate discussions are occurring in relation to travel claim arrangements for counsellors and other system level CEDP staff.

### **Life Education NSW/ACT EA negotiations**

The current Life Education EA has a nominal expiry date of April 2022, but Life Education sought preliminary discussions in regard to issues for the next agreement. A meeting with members on 29 June identified some key issues for future negotiations, including access to paid parental leave in the school sectors where Life Education members undertake their work. Members also seek paid emergency disaster leave and recognition of unpaid parental leave as service as in Department of Education and Catholic systemic schools. A meeting of IEU representatives, including the two Chapter Reps, with Life Education management was held on 21 July to discuss possible issues for a future claim. The IEU has indicated that it will seek a three-year EA with annual increases of 2.5%.

### **Early Childhood Education and Care (ECEC) enterprise bargaining**

Bargaining continued in individual centres and EAs were approved in almost 30 individual centres. The union also engaged in bargaining with larger multi-centre ECEC providers, and university operated ECEC providers, some of which are outlined below.

### **SDN Children's Services**

The *SDN Enterprise Agreement 2021* was approved by the FWC in September. Salaries will increase by 10.5% over four years, and new allowances for Educational Leaders (\$3385 pa) and Acting Directors (\$6000 to \$9000 pa) have been introduced. Meal breaks continue to be paid and counted as time worked but have been reduced from 40 to 30 minutes per day. Paid parental leave has increased to a maximum of 12 weeks at full pay and personal leave increased from 10 to 12 days per year.

### **Integricare**

The new *Integricare Enterprise Agreement* was approved by the FWC in January 2021 and nominally expires in January 2025. Improvements to current conditions include annual increases of 2% in November each year up to 2023, and the Educational Leader allowance is almost double at \$1 per hour. Improvements to non-contact time include one hour per week for Room Leaders to undertake critical reflection and room planning, two hours of programming time for up to 15 children and four hours for 16 or more children with the ability for teachers to negotiate an additional hour per week as needed, as well as up to eight hours per year non-contact time to prepare Transition to School Statements. Integricare will pay the cost of up to 10 hours of NESA approved training per year and teachers will accrue up to 10 hours of time in lieu for attendance at training.

### **Goodstart**

The *Goodstart Early Learning Enterprise Agreement 2021* was approved by the FWC in August 2021. Teachers in NSW will initially receive increases of between 2% and 6%. In 2022 and 2023, pay increases will be linked to increases in modern award rates. The agreement contains a national wage rate for teachers, so teachers in Tasmania, South Australia and Victoria, whose rates were considerably below those in NSW, will receive increases of up to 22%. The starting rate for four-year trained teachers is \$72,265, which is equivalent to the rate for graduates working in primary schools. Progression past Level 6 will only be possible if a teacher has achieved Accreditation at Proficient in applicable states/territories.

Educational Leaders progress one additional pay point on the salary scale or paid an allowance of \$1.40 per hour if already on the highest pay point. Educational Leaders will also benefit from increased non-contact time, determined by the number of children enrolled.

The EA introduces four weeks of paid parental leave from March 2022, which increases to six weeks from December 2023 for those employees who have greater than two years of service. Other leave improvements include 10 days of paid family and domestic violence leave, and up to two days of personal leave may be accessed as wellbeing leave.

Another positive outcome of the Goodstart



EA negotiations was the formation of a Joint Consultative Committee (JCC) that reports back to Goodstart on issues arising in services, such as safe aged-based rostering and the COVID Work Health & Safety plan.

### **University of Technology Sydney Child Care**

The *UTS Child Care Enterprise Agreement 2021* was approved by the FWC in June and provides for annual salary increases of 1.75% from 1 July 2021, 2022 and 2023. Although the EA has a nominal expiry date of 16 June 2024, the EA will, for so long as it remains in force beyond that date, apply the percentage increases applied to minimum rates by the FWC from 2024 onwards. This mechanism does not preclude future bargaining, but will ensure automatic pay rises in the event of delays in renegotiating the EA.

### **Western Sydney University Early Learning**

The *Western Sydney University Early Learning Enterprise Agreement* was approved in early 2021. The new agreement provides for two increases of 1.5% in 2021 and a further increase of 1.5% in October 2022 and has a nominal term that expires in February 2024. Disappointingly, the new EA introduced unpaid meal breaks, so teachers are now working an additional 120 hours per year in order to be paid for the same number of hours. Paid parental leave was increased to 10 weeks at minimum wage.

### **Pulse – University of Wollongong**

There are four ECEC centres attached to the University of Wollongong conducted by Pulse. The employer withdrew from bargaining in 2020 due to the impact of COVID, and while negotiations resumed in 2021, matters have again halted due to lockdowns. The proposed percentage increases of 7% in 2021, 4% in 2022, 4% in 2023 and 4% in 2024 are substantial but attributable to the fact that these are coming off a relatively low base; current rates of pay are comparable to modern award minimum rates.

### **New approach to individual ECEC bargaining**

This year the industrial staff having been exploring different ways to manage bargaining in the ECEC sector. ECEC bargaining is a varied and labour-intensive function performed by the union. In some cases, the union deals with centres that employ a single teacher and are conducted by parent committees with little or no experience in industrial relations and bargaining. For these reasons, the union is heavily involved in drafting documents, advising staff, communicating with the parent committees and their representatives, and is often responsible for making the applications and preparing any required submissions or undertakings necessary for approval. Every year the number of EAs made in ECEC centres is reported in the Annual Report and the sheer volume of agreement-making has given rise to a

review of how this function is performed.

Under the *Fair Work Act*, it is impermissible to make an EA that will cover only a single person. For this reason, it is necessary in centres which employ only a single teacher that the IEU involve itself in the making of EAs that apply to other classifications of employees. Many of these EAs need to then be tested against three different modern awards. With this level of complexity, and ongoing developments in the agreement-making generally, each time an EA is made, it is not uncommon for the FWC to require formal undertakings to satisfy it that the Better Off Overall Test (BOOT) is met, or that the National Employment Standards are not offended.

The requirements for the making of undertakings adds another layer of complexity to the process and requires review and revision of the content. Many of these changes then require amendments to cross references which, if missed, lead to further problems.

One of the union's Industrial Officers has developed a database to track and manage bargaining, along with the tracking of EAs generally. This database forms a key element of the proposed new approach to bargaining as it allows for the development of central EA templates that can then be modified to suit different ECEC centres. By tracking the variations against a template, this should allow industrial staff to make necessary changes to two centrally maintained template EAs; one for teachers only, and one for the whole of staff in an ECEC centre.

The intention is that each time a new EA is made, reference will be made to the database to identify where an EA departs from a particular template. The union will then use the most up to date version of the relevant template and apply the necessary ECEC-specific variations. By adopting this approach to drafting, the union should be able to save significant amounts of time in the preparation of applications, statutory declarations, and submissions regarding BOOT compliance.

Much of this year was spent developing the template EA; this also gave the union's officers an opportunity to review and update not only the content of the EAs but also to simplify the language used. It also provided an opportunity to align classifications more closely with modern award classifications, making the BOOT analysis simpler. A key element of developing these EAs is that they will also automatically update any internal cross-references, which should result in more reliable and accurate agreement making.

While this work was being done, a number of other EAs were made using the more labour-intensive method of drafting single EAs. Many of those are reflected in the list at the end of this annexure.

At the time of writing, teachers only and whole of service templates have been produced for use in preschools which is where the bulk of individual centre EAs are made. Following a review of how this process works, the union may also develop

templates for use in long day care centres. While the union hopes the templates will pass through the FWC approval process without any significant changes required, it anticipates that this new process will reduce the requirement for undertakings.

### **Early Childhood Equal Remuneration Order and Work Value Case**

In 2013, the union made application to the FWC for an Equal Remuneration Order (and subsequently a work value application to vary the *Educational Services (Teachers) Award 2010*) with the aim of addressing the pay imbalance between early childhood teachers and their counterparts in the schools' sector. The main part of the case which involved extensive evidence, documentation and submissions was completed in the second half of 2019.

In April 2021, the Full Bench of FWC issued a 267-page decision that rejected the union's application for an Equal Remuneration Order but accepted that there has been significant work value increases for teachers in the last three decades across all educational sectors. As a consequence, the FWC granted significant increases in pay for all teachers covered by the award. The FWC did this through a proposed new standards-based classification structure. It also determined that teachers who are educational leaders in an ECEC setting were entitled to an additional allowance.

In August, further submissions were required and an additional hearing day was held to finalise implementation issues surrounding the new structure. A consent position, which was developed between the IEU and the Australian Childcare Alliance, sought a 1 January 2022 commencement date, which was largely supported by most employers and the Australian Education Union.

A final decision regarding the implementation of the new classification structure/pay increases is pending.

### **ELICOS and the post-secondary sector**

There has been very little bargaining in the post-secondary sector over the last 12 months, partly due to a hiatus in agreements expiring, and more particularly due to the unprecedented crisis the industry faces due to the pandemic and border closures. Nevertheless, the union has remained active in the sector, and can boast a few victories for members.

In July, the IEU secured a benefit for members at UTS College (formerly known as Insearch). Like most similar institutions, UTS College has continually lost enrolments over the last 18 months which has led to several rounds of redundancies. UTS College has traditionally relied on a pool of "sessional" (fixed-term) teachers, who were informed in June that there would most likely be no work for them for several months. If these teachers were found not to have been terminated by their employer, those with between five and 10 years of service might

have lost pro-rata long service leave entitlements. Following representations from the union regarding the complex matters involved, UTS College finally agreed to pay these teachers their LSL.

The union covers members employed by Navitas English which conducts many government language programs. The union and Navitas have entered into a Memorandum of Understanding that the existing EA, which reached its nominal expiry date on 30 June 2021, will continue for the next two years, while the company awaits mooted changes to the various government programs. Navitas has agreed to pay rises in July 2021 and 2022 equivalent to the Wages Price Index (which in 2021 was 1.6%). Pay rises at Navitas English are often tied to the WPI, so this is a pay rise members would likely have received anyway and given the ongoing pandemic-related problems (no refugees have been allowed in since early 2020, for example) this is a good "holding pattern" outcome for members at Navitas.

At Western Sydney University's The College, the IEU (along with the NTEU and the CPSU) has been negotiating for a new agreement since early 2020. The parties aren't far apart on most issues, but The College is unwilling to make a serious pay offer, with its most recent offer coming in at 1.25% pa, well below the 2.5% standard. The College decided to run to a ballot for their agreement, but in a big win for union members, this agreement was voted down with a 78% NO vote. The parties are looking to recommence bargaining in the coming months.

In 2020, many post-secondary colleges were kept afloat by the Federal Government's JobKeeper scheme. The IEU was very active in this space, assisting many members (and some employers) to navigate the rules and requirements of program, such that many members became beneficiaries of the scheme who might otherwise have missed out.

### **Support staff pay parity in Catholic systemic schools and the joint working party**

In September 2019, the Department of Education and the Public Service Association (PSA) reached a consent agreement that provided for substantial wages adjustments for School Administrative and Support Staff in government schools. The outcome was based on pay equity principles of the work being historically undervalued as it was primarily done by women.

The agreement provided an immediate 11% increase across all classifications in the *Crown Employees (School Administrative and Support Staff) Award*, from 1 July 2019, as well as the general public sector increases for 2019, 2020 and 2021. The settlement also included changes to the classifications structure, recruitment arrangements and work practices. It applied to the administrative and support staff only and did not include the maintenance and operational staff, cleaners and canteen employees.

The nexus between government schools and

Catholic systemic schools is well established in relation to teachers around wages and key working conditions. However, when it comes to non-teaching staff, although the rates have been comparable, the classification structures in the relative industrial instruments differ, making straight comparisons more difficult.

In bargaining for the *Catholic Systemic Schools Enterprise Agreement 2020*, the union sought to flow on the wage adjustments from the PSA outcome to achieve comparable outcomes for General Employees. There was no resolution of this aspect of the union's claim, but parties agreed on the establishment of a joint IEU-CER working party, to access and review the relevant occupational groups, types of work performed, wage rates and related employment conditions in NSW government schools and Catholic systemic schools, to establish where they are comparable and identify and report on any pay differentials between comparable classifications.

Agreed Terms of Reference were established and in February 2021, a working party of 10 sitting members was established – five representatives each from the union and the diocesan employers. After calling for expressions of interest from members wishing to be employee representatives on the working party, the IEU Branch Executive approved the appointment of two union officers and three member representatives covering the key occupational groups. Prior to the first meeting, union officers and the Support Staff Advisory Committee also commenced a consultative process with IEU members to gather information and data to inform the working party.

The working party met on five occasions and undertook detailed consideration of the corresponding classification structures, classification criteria, qualification requirements, position descriptions and duty statements, to establish the comparability status between the sectors for the School Administrative Services and Classroom and Learning Support Services streams of the EA. The working party ultimately found that although there were differences, the roles are of a like nature resulting in comparability being established for relevant Level 4, 5 and 6 employees across both those streams.

At the time of writing, the report of the working party is in the final stages of drafting. It is the working party's intention to finalise the report for release in early Term 4 2021.

### **HSC Markers Award**

The NSW Government has offered the IEU and the NSW Teachers Federation a 2.08% increase for HSC markers in 2021, which is the standard offer to other public sector employees. Negotiations are continuing.

### **Practicum payment negotiations**

Negotiations commenced in September 2021, with a view to finalising a new agreement for

2022-2025. This unregistered agreement provides for payments to, and support for, members who supervise student-teachers in their classroom or who coordinate such supervision. The union continues to work with the NSW Teachers Federation to provide for enhancements to the existing arrangements.

### **Teachers employed by the NSW Ministry of Health**

The IEU supported the making of a new award, the *Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award 2021*, in the Industrial Relations Commission of NSW. The award covers teachers employed in childcare centres operated by the NSW Ministry of Health and provide them with special conditions which are specific to the teaching profession. The making of this award is in line with all other NSW Health Awards. These teachers received an increase of 2.5% from 1 July 2021 in compliance with the NSW Wages Policy which comprises a 2.04% increase to wage and wage-related allowances and a 0.5% increase to superannuation.

### **COVID-related industrial advice, disputes and terminations**

As with last year, much of the union's work in 2021 focused on the provision of advice and assistance to members regarding the employment consequences of COVID.

While JobKeeper gave way to a range of other payments, some employers have continued to act as if they retain access to the JobKeeper stand down provisions of the amended *Fair Work Act*. Consequently, the union has assisted members in negotiating specific work arrangements in light of the various Public Health Order (PHO) mandates, employee contractual entitlements and balancing these with the availability of disaster payments that filled the void left when JobKeeper ended. The members most affected by attempts to stand down employees remain those in non-teaching roles, and those members in the ELICOS sector. The union is also aware of ECEC teachers being impacted by reduced hours, particularly after a drop in attendance that followed the Federal Government's decision to not require the payment of "gap" fees for non-attending children.

As outlined above in the ELICOS report, some of the issues that arose involved attempts by "sessional" and other precariously engaged ELICOS members to access entitlements. The matter at UTS College, by way of example, involved the intersection of a number of complex areas including the *Long Service Leave Act 1955 (NSW)*, the common law relating to termination of employment by the effluxion of time, the JobKeeper rules, and the conduct of all the parties involved.

The union has not had to notify any further disputes regarding attempts by school employers to use the stand down provisions in s524 of the

*Fair Work Act.* The proceedings brought by the union in relation to All Saints Grammar Belmore was reported in the 2020 Annual Report. Anecdotally it appears that many observers of that case took the view that the IEU's case was the better one. However, union officers have still been actively assisting members in steering employers in the right direction.

Similarly, a considerable amount of the union's time has been spent advising teacher members and chapters in relation to ever-changing work arrangements, and the impact and application of PHOs. The union's officers are aware of the considerable strain and anxiety facing members due to the uncertainty arising from the lag between broad government announcements and the promulgation of PHOs which can be open to interpretation. Never has this been more apparent than with the sequence of announcements regarding mandatory vaccination, followed by prolonged delays and uncertainty around the release of the PHO or other information to confirm that it would be implemented. Recently the easing of restrictions in regional areas has caused varying degrees of concern for members in cases where individual employers have sought to impose restrictions that far exceed those contained in the PHOs.

#### **Islamic School of Canberra**

After eight years of attempting to bargain for a new EA with the Islamic School of Canberra, the union has finally been defeated. The school was previously owned by the Australian Federation of Islamic Councils (AFIC) but was subsequently sold in around 2017 following a Federal Court decision against AFIC (because AFIC was diverting funds from Malek Fahd to the Canberra school).

There was an EA from 2011 in place at the school, but the union was unable to negotiate a new agreement, partly because of uncertainty caused by the Federal Court decision and a subsequent change in ownership. The union lodged a bargaining order application (to force the school to bargain in good faith with the union) in March 2020 while at the same time, members took protected action, the IEU ran a publicity campaign, there were threats of defamation action against the union by the principal of the school, and bargaining had stalled. That particular application was discontinued on the basis of agreement between the parties on the bargaining process, including commitments to meet regularly and respond to proposals in a timely fashion.

In March 2020, the school also made an application to terminate the existing 2011 EA in the FWC. The union engaged a barrister to oppose this application. The matter was heard in July and August 2020 before two members of the FWC (the first member unfortunately died before handing down a decision). Ultimately the union was unsuccessful with the EA being terminated with effect from 31 December 2020.

While the school initially attended bargaining meetings with the union to negotiate a new EA in accordance with the 2020 agreement, the process soon descended into farce with the school backsliding on previously agreed positions or simply not responding to draft proposals provided by the union. The union therefore filed another application for a bargaining order in June 2021.

This bargaining order application matter was listed for Conference before the FWC on 21 July 2021, and immediately prior to the Conference, the school's solicitor emailed a document containing the names and signatures of school staff in effect stating they did not want the union to negotiate an agreement on their behalf. The FWC suggested an adjournment to enable the union to investigate whether members had willingly signed the document. That investigation found no member was willing to state they had signed under duress and members also indicated they no longer wished the union to pursue an EA with the school at this time.

After discussions between the union staff involved in the matter, it was concluded it would be futile to continue to press the application without proper evidence of coercion. Upon resumption of the FWC Conference, the union foreshadowed that it would discontinue the application, while reaffirming its commitment to continue to provide members at the school with advice, assistance and representation as the need arose.

#### **Federal Circuit and Family Court matters**

With the move to the federal system of industrial relations, the union found it was required to bring applications for enforcement of underpayment in the Federal Circuit Court of Australia (recently re-cast as the Federal Circuit and Family Court of Australia, or FCFCA). Previously such matters could have been brought either in the NSW Chief Industrial Magistrate's Court or the NSW Industrial Relations Commission; however, the Constitution of Australia constrains the FWC from making judicial decisions.

The FCFCA, being a court of strict pleadings, is significantly more technical and formal than the user-friendly approach of the NSW Chief Industrial Magistrate (an office that has remained unfilled for some years now). For that reason, this year saw the union make greater use of the small claims' procedures of the FCFCA. A small claim is generally any application for amounts of less than \$20,000, and the procedure brings with it a lesser degree of formality and an increased likelihood of early settlement. Three small claims were lodged this year: two settled and one is yet to proceed to its first court date. The union's experience of the small claims' procedure has generally been positive.

In total, four FCFCA applications were commenced this year, and a further application encompassing a number of members engaged by the same ELICOS employer is presently being prepared but will not be able to proceed as a small claim due to the significant sums involved.

### Fair Work Act general protections applications

General protections matters are brought under the *Fair Work Act* and brought in relation to adverse action that was taken because of proscribed reasons (whether or not that adverse action involves dismissal). These can be quite technical matters, but they are of significant importance when a member may not have met the minimum employment period for unfair dismissal protection, where there is no dismissal, or where the remedy sought is not otherwise available through unfair dismissal applications.

In the past year, the union has also commenced two general protections applications. The first of these related to adverse action taken against a member who had made legitimate complaints

about his leave entitlements and raised safety concerns relating to a student. In response, the employer reduced the member's hours of work, issued an unsatisfactory performance appraisal, placed the member on 'gardening leave' and ultimately failed/refused to renew the member's contract.

The second application related to an ECEC teacher who was dismissed while absent from work due to a shoulder injury despite having worked at the centre for decades and having a significant amount of paid sick leave still available to her.

Both applications were settled following mediation by the FWC and prior to proceeding to the FCFCA for hearing.

## List of enterprise agreements made since the 2020 Annual Report

### Schools

ACT Catholic Education Early Learning Centre and School Age Care Centre Enterprise Agreement 2021  
 ACT Christian Schools Teaching Staff Multi-Enterprise Agreement 2020  
 Catholic Education Office, Archdiocese of Canberra and Goulburn, Enterprise Agreement 2020  
 CatholicCare Wollongong (Catholic Family Welfare Services) Enterprise Agreement 2020  
 Independent Christian Schools NSW Teachers Multi-Enterprise Agreement 2021  
 NSW Catholic Independent Schools (Teachers – Model B) Multi-Enterprise Agreement 2020  
 NSW Catholic Independent Schools (Support Staff – Model B) Multi-Enterprise Agreement 2020  
 Independent Christian Schools NSW Teachers Multi-Enterprise Agreement 2021  
 NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021  
 NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2020  
 NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020  
 Principals (Archdiocese of Sydney) Enterprise Agreement 2020-2021

### Early Childhood Education and Care Centres

Bega Preschool Association Inc Teachers' Agreement 2020  
 Bellingen Preschool Inc Employee Enterprise Agreement 2020  
 Bermagui Preschool Co-Operative Ltd Teachers' Agreement 2020  
 Berry Community Preschool Inc Employee Agreement 2020  
 Cobargo Preschool Children's Services Teachers Agreement 2020  
 Cronulla Preschool Kindergarten Inc Teachers' Enterprise Agreement 2020  
 Dunoon Preschool Enterprise Agreement 2021  
 Doonside Kindergarten Employee Agreement 2020  
 Drummoynne Preschool Inc Employee Enterprise Agreement 2020  
 Goodstart Early Learning Enterprise Agreement 2021  
 Great Lakes Children's Centre Kindergarten Inc Teachers Agreement 2020  
 Griffith East Preschool Kindergarten Inc Teachers' Agreement 2020  
 Innaburra Preschool Employee Enterprise Agreement 2020-2024  
 Integricare Children's Services Employees Agreement 2020  
 Jesmond Community Preschool Association Inc Enterprise Agreement 2020  
 Lismore Preschool Agreement 2020  
 Medowie Community Preschool Inc Teachers and Directors Agreement 2020  
 Mulwala Preschool Employee Agreement 2020  
 Muswellbrook Preschool Kindergarten Teachers Agreement 2020  
 North Brighton Preschool Community Kindergarten Agreement 2021  
 North Epping Kindergarten Agreement 2020  
 Pambula Preschool Kindergarten Association Inc Teachers Agreement 2020  
 Parkes Early Childhood Centre Incorporated Enterprise Agreement 2021  
 SDN Enterprise Agreement 2021  
 Springdale Heights Preschool Employee Agreement 2021  
 St Peters Community Preschool  
 Tathra Children's Services Inc Teachers' Agreement 2020  
 UTS Child Care Agreement 2021  
 Wallsend Community Preschool Inc Teachers Enterprise Agreement 2020  
 Western Sydney University Early Learning Limited Enterprise Agreement 2021-2023  
 Wingham Preschool Ltd Teachers' Agreement 2020

**Summary of disputes****Disputes by Employer**

	2016/17	2017/18	2018/19	2019/20	2020/21
CEO	254	203	204	142	176
CCER	52	38	40	27	25
AIS/Non Systemic	209	192	144	150	161
ECS	67	35	25	39	20
Special	1	-	-	2	1
Business colleges	-	1	2	3	4
English colleges	6	3	11	6	2
Post-secondary (other)	-	2	2	1	2
Miscellaneous	11	4	5	4	1
<b>Total</b>	<b>600</b>	<b>478</b>	<b>433</b>	<b>374</b>	<b>392</b>

**Disputes by nature**

	2016/17	2017/18	2018/19	2019/20	2020/21
Accreditation	5	3	3	6	6
Assessment/Appraisal	77	46	42	34	33
Child Protection	77	69	75	55	52
Classification	21	28	17	16	30
Conditions	55	22	20	17	27
Disputes/Grievance Procedures	21	20	12	9	11
Enterprise Agreements/Awards	25	17	11	25	13
General Protection	2	1	1		2
Harassment/Discrimination/Staff Conflict	59	47	39	45	35
Leave-Annual/Maternity/					
Sick/Long Service/Other	22	17	20	22	18
Letters Of Appointment	13	17	3	8	4
Money	46	48	52	20	27
Worker Health & Safety	3	4	7	3	2
Promotions Positions	2	4	1	2	2
Redundancy/Amalgamation/					
Closure/Redeployment	66	41	44	43	47
(Forced) Retirement	-	-	1	1	
Superannuation	-	2	-		1
Temporary Appointment	2	5	5	2	14
(Threat) Termination/Suspension/Dismissal	79	58	57	55	58
Transfer (Forced)	3	-	-	-	-
Workers Compensation	22	29	23	11	10
<b>Total</b>	<b>600</b>	<b>478</b>	<b>433</b>	<b>374</b>	<b>392</b>

**Recovery of money**

Monies recovered for the year September 2020 to September 2021 were \$2,775,372.

**Workers compensation**

The union referred 10 members to the union's solicitors for advice regarding disputed workers

compensation claims this year. As well, some 47 members have ongoing workers compensation matters.

Sixteen members were referred to the union's solicitors under the Legal Benefits Scheme.

# Early childhood

## Enterprise agreements

### SDN

Agreement for a new enterprise agreement was reached between SDN and the IEU on 30 June. Salaries will be increased by 10.5% over four years. An Educational Leader Allowance of \$3385 and an Acting Director's Allowance of between \$6000 and \$9000 will be introduced. Meal breaks will continue to be paid and counted as time worked, although these have been reduced to 30 minutes per day (down from 40 minutes). Paid parental leave will be increased to a maximum of 12 weeks at full pay and personal leave increased from 10 days to 12 days per year. Voting closed on 27 July and 79% of employees voted "YES" to the new agreement.

### Western Sydney University Early Learning

The *Western Sydney University Early Learning Enterprise Agreement* was approved in early 2021. Disappointingly, the new agreement includes minimal salary increases of 1.5% per year and introduced unpaid meal breaks, so teachers are now working an additional 120 hours per year to be paid for the same number of hours. Paid parental leave was increased to 10 weeks at minimum wage.

### Integricare

The new *Integricare Enterprise Agreement* was approved by the Fair Work Commission in December 2020. Improvements to current conditions include annual increases to salaries and allowances of 2%; the Educational Leader Allowance is almost double at \$1 per hour. Improvements to non-contact time include one hour per week for Room Leaders to undertake critical reflection and room planning, two hours of programming time for up to 15 children and four hours for 16 or more children with the ability for teachers to negotiate an additional hour per week as needed, as well as up to eight hours per year non-contact time to prepare Transition to School Statements. Integricare will pay the cost of up to 10 hours of NESA approved training per year and teachers will accrue up to 10 hours time in lieu for attendance at training.

### Goodstart

The *Goodstart Early Learning Enterprise Agreement* was voted up by employees in late May 2021. Teachers in NSW will receive annual 2.3% pay increases. The agreement contains a national wage rate for teachers, so teachers in Tasmania, South Australia and Victoria, whose rates were

considerably below those in NSW, will receive increases of up to 22%.

The starting rate for four-year trained teachers is \$72,265, which is equivalent to the rate for graduates working in primary schools. Progression past Level 6 will only be possible if a teacher has achieved Accreditation at Proficient in applicable states/territories.

Educational Leaders progress one additional pay point on the salary scale. If the Educational Leader is on the highest pay point for their classification, they will be paid an allowance of \$1.40 per hour.

Four weeks paid parental leave where the birth or placement of child commences after 1 March 2022. Employees will be entitled to four weeks paid parental leave; or six weeks paid leave where the birth or placement of the child commences after 1 December 2023 where the employee has at least 24 months continuous service with the employer.

Other improvements include:

- increased non-contact time including time for the Educational Leader according to the number of children enrolled
- up to two days' personal leave may be used as wellbeing leave
- access to family and domestic violence leave of up to 10 days
- entitlement to 16 hours paid professional development leave (carried over from the previous EA)
- continued access to RDOs for NSW teachers.

Another positive outcome of the Goodstart EA negotiations was the formation of a Joint Consultative Committee (JCC) that reports back to Goodstart on issues that arise in services. The IEU is represented on the JCC by ECS Councillor Amy Martin and Industrial Officer Verena Heron. The first meeting was held on 28 August and topics included safe aged-based rostering and Workplace Healthy and Safety including the COVID plan.

### Pulse – University of Wollongong

There are four centres attached to the University of Wollongong. Their EA was withdrawn during 2020 due to the impact of COVID. At the time, the IEU was not part of the negotiation process due to lack of membership. Negotiations resumed but were again halted due lockdowns. Proposed percentage increases are currently 7% in 2021, 4% in 2022, 4% in 2023 and 4% in 2024. Their rates of pay are currently comparable to the modern award rates, hence the higher than average % increases on offer.

### ACECQA National Workforce Strategy

The IEU participated in the Co-design Stakeholder Group meetings in 2020 and 2021. ACECQA surveyed stakeholders regarding their draft National Workforce Strategy in May 2021 and 3800 responses were received. Not surprisingly, respondents nominated the focus area of professional recognition their highest priority, followed by attraction and retention, and wellbeing. Leadership, qualifications, and career path followed, with data and evidence a distant last. When teachers and educators nominated the most important actions, three actions from the professional recognition focus area were rated as the highest priority, followed by one action in the wellbeing focus area.

Unsurprisingly, comments regarding the need to improve pay and conditions were made in three out of the six focus areas, despite ACECQA only including pay and conditions in one focus area of the draft strategy. Workload challenges, lack of support time pressures, stress and burnout were also raised in multiple focus areas by participants. However, there were no proposed actions to specifically address these concerns in the draft strategy.

The IEU was also given the opportunity to provide feedback regarding workforce issues and we stressed the need for immediate action regarding wages and working conditions, explaining that a plan to investigate wages and conditions was completely inadequate citing the well-documented longstanding shortage of early childhood teachers, high turnover of up to 30%, graduate preference to work in schools rather than early childhood settings, the instance of qualification waivers more than doubling since 2013 and some providers have already cut back on preschool programs due to an inability to staff them. After significant pushback from the IEU and other stakeholders, the ACECQA final strategy includes an emphasis on the need to improve pay and conditions to address workforce shortages. This is a significant change from ACECQA's initial position.

For more information about the National Workforce Strategy please see:

<https://www.acecqa.gov.au/national-workforce-strategy>

### Thrive by Five

The IEU is on the support team for the Minderoo Foundation's Thrive by Five Campaign and attended the official launch on 17 February 2021. Thrive by Five now has more than 50,000 supporters and they are working towards a national summit.

The three pillars of the campaign are:

- The early years are critical to the brain and social development of children and that a universal, quality early learning system can build better futures for our children.
- A universal early learning system gives women a chance to continue to pursue their careers and

get jobs and the reform is critical to eliminating the life-long economic disadvantage faced by women in Australia.

- Fees are too high, costing working families nearly 30% of the household budget, and this stops many families from choosing childcare or increasing their hours.

The asks:

- universal access to early learning
- quality early learning delivery standards with secure and appropriately paid employment for educators
- place-based community driven centres
- an early childhood development system connected to the education system.

There was to be a roadshow in August in NSW and services were asked to take action.

To join the campaign:

[thrivebyfive.org.au/actions/sign-petition-general/](https://thrivebyfive.org.au/actions/sign-petition-general/)

### ECS Conference

Unfortunately, the 2021 ECS Conference was cancelled due to COVID. The ECS team are planning to hold the next ECS Conference in 2022.

### ECS Council

The role of the ECS Council is to provide advice and guidance to the IEU Executive and Council on submissions, policies and other issues relevant to members employed in Early Childhood Services. Councillors assist the union to inform and develop submissions on a wide range of industrial and professional issues. The union regularly makes submissions to Federal and State/Territory Governments and provides responses to sector consultations, such as Regulatory Impact Statements. ECS Council is composed of the Vice President ECS and eight Councillors.

Nominations for ECS Council closed on Thursday 15 July. Gabrielle Connell remains our Vice President ECS until 2022.

The ECS Team would like to thank this opportunity to thank the ECS Councillors who will not be returning to their positions on ECS Council: Lyn Connors, Ariane Simon, Julia Cameron and Suzanne Snowball. Each of these members have made invaluable contributions to the work of the union over the years and they will certainly be missed.

Going forward, the IEU congratulates returning ECS Councillor Amy Martin. We extend a warm welcome to our two new Sydney Metropolitan Councillors: Michelle Thompson and Natalie Leeson; and new South Coast Councillor Jane Courtney. The Hunter/Central Coast position is vacant as the union did not receive any nominations for either of these branches. An election will be held in October to determine the three country positions.



### Meeting with the Federal Education Minister

On 16 June, Christine Cooper from the IEUA federal office, Gabrielle Connell (Vice President ECS), Amy Martin (ECS Councillor) and ECS Organiser Lisa James met with the Federal Minister for Education and Youth, the Hon Alan Tudge, at Parliament House.

We explained the FWC Equal Remuneration/Work Value decision handed down on 19 April, which detailed a new classification structure providing increases of up to 10% to salaries, in addition to an annual Educational Leader allowance of \$3302.46. The FWC Annual Wage Review decision on 16 June provided for an additional 2.5%, which will be added to the new rates proposed by the Fair Work Commission. However, there is no indication of when the rates of pay in the new classification structure will come into effect and the Fair Work Commission will consider submissions regarding the possibility of phasing-in the increases over time. Whilst these increases are welcomed by the sector, the salaries of early childhood teachers will remain between \$11,000 and \$29,000 per year below those of their colleagues working in primary schools unless there is an enterprise agreement in place at their centre.

Workforce challenges facing the sector was another topic canvassed during the meeting. These include studies that show turnover in the sector is very high at over 30%; qualifications waivers more than doubled between 2017 and 2021; there has been a 25% reduction in students enrolling in early childhood degrees since 2012; and the majority of teachers who do graduate indicate they intend to seek work in primary schools due to better salaries and conditions. Gabe Connell explained that regional services are facing extreme difficulty in attracting teachers and replacing teachers and educators whilst they are on leave; directors have unmanageable workloads; and experienced teachers are leaving the sector due to burnout. Amy Martin raised concerns that she has been having to work 11-hour days in addition to turning children away due to an inability to staff the centre.

Minister Tudge expressed shock that children were being turned away from services. However, he went on to state that a shortage of employees is being experienced across industries Australia-wide. He then drew a parallel between early childhood teachers (4-year university trained), educators (Certificate III or diploma) and aged care workers (10 hours of training), calling them all “professionals” and emphasising that these problems will all be resolved as soon as international borders re-open and overseas workers are available to fill these positions. He also referred to early learning as “childcare” until Amy Martin requested that he refer to it as “early learning”.

We informed the Minister that their decision to extend Universal Access National Partnership Funding for four years has given the sector more certainty going forwards. However, Lisa

James expressed concerns regarding how children’s school readiness will be assessed as an accountability measure for this funding. Minister Tudge stated that he thought the union would support their intention to measure of children’s learning so our members can demonstrate what they actually do. Lisa James explained that we support the assessment of children’s learning as teachers assess children’s learning and development in early childhood settings, and our concerns are primarily focused on how this information will be captured. The process must be appropriate for preschool children and designed to capture individual children’s progress. The Minister appeared to find it amusing when Lisa James asked him to confirm he is not planning to introduce “NAPLAN for four-year-olds”. Whilst Minister Tudge confirmed this was not the intention, he added that they had not considered how school readiness would be assessed, as such measures are still “years down the track”.

From this meeting, it was clear that the Minister’s priorities from highest in descending order are: productivity/workforce participation; accountability measures to justify funding; outcomes for children; and finally, the remuneration and wellbeing of teachers and educators. Any future approach to the current Federal Government must be expressed primarily in terms of increased productivity and workforce participation of parents.

### Impact of lockdowns on ECEC teachers and educators

The IEU received several inquiries from early childhood members regarding concerns about working due to COVID and being classified as vulnerable due to serious health conditions yet unable to physically distance with young children, onerous testing requirements in some areas, the need to supervise their own school-age children engaged in remote learning at home and the attendance of children with parents who are either working from home or not working. In addition, long day care centres saw a sudden drop in attendance with a corresponding decrease in income once the Federal Government announced that services would not need to charge the gap fee for children if they do not attend ECEC during the lockdown.

Prior to 20 August, the NSW Government had not asked families to keep their children at home from education and care services, except in the 12 LGA’s of concern in Greater Sydney. Even after 20 August, the NSW Government failed to provide clear guidelines regarding who could/could not attend ECEC. Members indicated their concern that this appeared to be at odds with the direction that people should stay at home to minimise movement and the risk of transmission. In early September, members indicated they still had up to 70% of children attending each day. To date, parents who choose to send their children to preschool are not failing to comply with the legal requirements. CELA reported that on 27 August, there were 130 early



***From left: Early childhood teacher and ECS Council member Amy Martin; IEUA Acting Federal Secretary Christine Cooper; and Organiser Lisa James visited Parliament House, Canberra, to meet with Federal Education and Youth Minister Alan Tudge on 16 June 2021.***

childhood services that had been closed due to COVID exposure. The Department of Education website states that no children or employees with any symptoms should be allowed on the premises and services may require a negative test for those that have been away sick with relevant symptoms before they can return to the centre, providing this is consistent with centre policies. However, members reported that refusing entry to children suffering from allergies or asthma or those that had coughs for months at a time was not a realistic option.

Licensed early childhood services are required to have a risk minimisation plan for children with compromised immunity or complex health care needs. The IEU recommends that a risk minimisation plan should also be developed for employees.

As early childhood services remain open during the lockdown, employees can be required to attend

workplaces, but it's worth looking at whether some work can be done at home. If attendance is lower than usual, it may be that not all staff need to be on the premises to maintain staff:child ratios and centres should develop a plan to support employees working at home. For those tasks that can be performed at home, vulnerable employees and those with caring responsibilities should be prioritised.

Some services reduced employees' hours of work due to a substantial drop in attendance. Long day care centres faced a significant drop in income after the Federal Government announced they would not need to change parents "gap" fees for children that were not attending. The Federal Government did not announce financial assistance for these services until late August, after extensive lobbying by peak bodies and service providers.

# Support staff

## Support staff pay parity in Catholic systemic schools and the joint working party

In September 2019, the Department of Education and the Public Service Association reached a consent agreement that provided for substantial wages adjustments for School Administrative and Support Staff in government schools. The outcome was based on pay equity principles of the work being historically undervalued as it was primarily done by women.

The agreement provided for an immediate 11% increase across all classifications in the *Crown Employees (School Administrative and Support Staff) Award*, from 1 July 2019, as well as the general public sector increases for 2019, 2020 and 2021. The settlement also included changes to the classifications structure, recruitment arrangements and work practices. It applied to the administrative and support employees only, and did not include the maintenance and operational staff, cleaners and canteen employees.

The nexus between government schools and Catholic systemic schools is well established in relation to the teachers around wages and key working conditions. However, when it comes to non-teaching staff, although the rates have been comparable, the classification structures in the relative industrial instruments differ making straight comparisons more difficult.

The General Employees wages claim in bargaining for the *Catholic Systemic School Enterprise Agreement 2020* sought to flow on the wage adjustments from the PSA outcome.

There was no resolution of this aspect of the union's claim, but parties agreed on the establishment of a joint IEU-CER working party, to access and review the relevant occupational groups terms of work performed, wage rates and related employment conditions in NSW government schools and Catholic systemic schools, to establish where they are comparable and identify and report on any pay differentials between those comparable classifications. A working party of 10 sitting members – five representatives each from the union and the diocesan employers. Agreed Terms of Reference were established, and the working party commenced in February 2021.

Prior to this, IEU Officers and the Support Staff Advisory Committee commenced a consultative process with our members to gather information and data to inform the working party when it commenced in early 2021.

We also called for expressions of interest from

members wishing to be employee representatives on the working party. The Branch Executive approved the appointment of two IEU Officers and three member representatives covering the key occupational groups.

The working party met on five occasions and undertook detailed consideration of the corresponding classification structures, classification criteria, qualification requirements, position descriptions and duty statements, to establish the comparability status between the sectors for the School Administrative Services and Classroom and Learning Support Services streams of the enterprise agreement. Ultimately the working party finding was that although there were differences, the roles are of a like nature; with comparability being established for relevant Level 4, 5 and 6 employees across both those streams.

At the time of writing, the report of the working party is in final stages of drafting. It is the working party's intention to finalise the report for release in early Term 4 2021.

## COVID issues

The COVID pandemic has continued to significantly impact school support staff as the lockdowns across NSW commenced in June. As employers moved to remote delivery and the closures of school campuses to students, some of the independent schools closed boarding houses and other supporting functions, which resulted in support staff being subjected to loss of hours and stand downs. On the back of last year's challenge to the wide-ranging stand down of non-teaching staff, schools have been more creative in how non-teaching staff can be utilised during the lockdowns. More streamlined access to government support through COVID disaster payments has meant that even employees who have lost hours have been able to receive an income. Over the past year, COVID safety measures have seen a marked increase in the amount of cleaning in schools. Many schools have seen an increase in the allocation of hours for cleaning staff or have re-directed support staff to undertake more incidental cleaning duties. The NSW Government's plan to facilitate a return of students to face to face delivery at school requires all school staff to be fully vaccinated in time for a whole of school return to by 8 November.

## Industrial agreements

Please refer to the Industrial Annexure for a report on enterprise agreements.

### Support Staff Advisory Committee

The Support Staff Advisory Committee has continued to provide guidance and support to IEU Officers in addressing the industrial and professional needs of our non-teacher members; with input to the establishment of the working party, planning for the biennial Support Staff Conference, as well as the development of recruitment strategies, training opportunities and union communications.

International World Support Staff Day is celebrated annually on 16 May. The Support Staff Advisory Committee invited members to host a morning tea on Friday 14 May in celebration of the vital role support staff play in their school. As an acknowledgement of the varied and vital roles, we asked that school staff prepare a poster with their names and what it is that they do at the school. It was a chance for members to connect with each other and share their work highlighting the breadth of roles they fill and inspires our members to do what they do. We asked that members share photos of their celebrations with us to post on our social media platforms.

### Support staff communications

The Gaining Ground enews has continued to be published and distributed throughout 2020-2021. It is emailed directly to support and operational staff members three times a year. Each bulletin contains articles and stories of interest to support and operational staff members and supplements the more traditional publications. Members are encouraged to share their Gaining Ground eNews with their colleagues who may not be members as a way of promoting the benefits of the union.

Articles on matters relevant to our support staff members have also been included in each edition of *Newsmonth* and *IE*.

Social media is also becoming an invaluable tool for communication. As well as the IEU's Facebook page, the closed Facebook group of IEUA NSW/ACT support staff members has seen significant growth and activity over the last year. The group currently has 380 members. The group's format allows the sharing by members of their stories and experiences, as well as the capacity for them to ask questions and access information directly from the union in a safe and supportive bubble. The group's administrators produce content as well as refer matters and seek advice from other IEU Officers as required.

Other opportunities to connect and communicate with our support staff members have also been found through a new familiarity with platforms such as Zoom, and other online meeting facilities. The union will continue to utilise such opportunities into the future.

### Support staff training opportunities

Due to COVID lockdowns, the 2021 Support Staff Conference 'Change – the New Normal' scheduled for 13 August was postponed. With the escalating COVID situation in Sydney during June and July,

the organising committee sought the Branch Executive's approval to postpone rather than cancel the conference. The biennial conference is a key event for our support staff members and although some aspects of the planned agenda could be delivered online, the experience would be greatly diminished, and our members deserve more.

Postponing the conference ensured all the planning and preparation was not in vain. The organising committee has been able to lock in the venue, key presenters, and facilitators for a new date of Friday 13 May 2022.

The last year has enhanced the opportunity for us to engage with a greater number of members, as connecting on platforms such as Teams and Zoom have become 'normal'. Support staff members have embraced this, and we have seen increased participation in a wide range of union activities and have been well represented over the last year in the IEU Reps training days, the online Women's Conference and at a wide range of online PD sessions.

We would like to specifically acknowledge the wonderful support staff participation in various IEU Women and Equity initiatives including the IEUA BOLD webinar held on 9 August. The event was hosted by the NSW/ACT Branch and focused on our support staff women leaders. Carolyn Collins, Belinda McRae and Karen Andriske inspired BOLD women across the country, sharing their experiences of finding their own voice in being a voice for our non-teacher members. Most telling was they don't see themselves as leaders just as doing what needs to be done.

### Membership

There has been a stable growth in new members across all sectors of our membership, with the support staff slight decline after last year's 6.8% increase.

Membership of non-teaching staff as at the time of writing is as follows:

	NSW/ACT
Systemic schools	2856
Independent schools	1291
ECS	54
Special schools	193
Trainees	3
English and Business Colleges	30
CEO Offices	147
Other	76
Retired members	43

As at 1 September 2021, membership data shows current financial support staff members accounted for 4693 members, which equates to 14.7% of the union's overall membership. Support staff membership has retracted 2.2% over the last 12 months.

Iain Bailey  
Carolyn Moore

# Principals

## Principals' Sub Branch activities

The IEU thanks its principal members for their support and engagement during a year which has once again seen the impact of COVID on schools, the community and the economy. All schools have been affected by the requirement to move quickly to remote student learning and a number of schools have been forced to close for periods of time due to COVID amongst students and parents. In these instances, the IEU has contacted principal members to provide any appropriate advice and support.

IEU Principals' Sub Branch held its AGM on 13 February, with the 1 May meeting held as a hybrid face-to-face and Zoom meeting, and the 7 August meeting fully via Zoom. The Term 4 meeting is scheduled for 6 November. The union thanks Noeleen O'Neill, Kathy Neely, Jude Ryan and Des Fox for their leadership of the Sub Branch Executive, and also values the contribution of Noeleen O'Neill as a delegate to IEU Council. At the Sub Branch AGM, sincere appreciation was expressed to Sidonie Coffey for her leadership role over more than a decade and best wishes were extended to Sidonie for her current principals' support role with Maitland-Newcastle CSO.

Thank you also to the IEU Officers and Executive members who have contributed to Principals' Sub Branch meetings during the past year and for their support for NSW and ACT diocesan principals' initiatives. Regular NCCD updates by Professional Officer Veronica Yewdall have been welcomed by principal members.

Union principals' gatherings have been held during the past 12 months in several dioceses, including Zoom meetings in 2021 with principals in the Sydney Archdiocese, Parramatta and Lismore Dioceses, with planning underway for further online principals' gatherings. A Zoom meeting of principals in independent schools is scheduled for 28 October.

Appreciation is also expressed to those principal members who participate in IEU committees, conferences and other activities, noting the particular challenges of the current COVID context. Principal members have contributed to the IEU's online PD program and to union publications including *Newsmoth* and *IE* magazine. In 2021, the IEU has acknowledged in its publications the achievements of members Vicki Lavorato and Silvana Rossetti for becoming the first women principals of Sydney Catholic boys' schools, Vicki at St Patrick's College

Strathfield (EREA), and Silvana at Marist College Eastwood, a systemic school in the Sydney Archdiocese.

Some principal members attended the special panel session on gender and consent education at IEU Council on 19 June. Principals also participated in significant numbers in the IEU's online session with NESAs on 17 August in regard to COVID and HSC issues.

Australian Primary Principals' Day was held on 6 August and celebrated in IEU publications. The union thanks those primary principals who volunteered to be contacted by Teachers Health for a media promotion of principals' work and especially acknowledges the article in the *Dubbo Daily Liberal* highlighting IEU principal member, Renee Matheson at St Augustine's Primary School Narromine in the Wilcannia-Forbes Diocese.

First launched in 2016, *Headlines eNews* provides valuable updates on issues relevant to principals and other school leaders. This year's *Headlines* have included interviews with retired Aspect principal member Bruce Rowles, with principal Vicki Lavorato as previously mentioned, and with former AFL player and gender issues writer Brandon Jack. There has also been a strong focus on principals' workload and wellbeing concerns, including the annual report from the Australian Principal Health, Safety and Wellbeing Survey.

## Catholic systemic enterprise agreement negotiations

The 2020-2021 Enterprise Agreements currently covering principal members in Catholic systemic schools will be renegotiated later this year within the context of the negotiation of other Catholic systemic EAs.

Issues raised at this stage by principal members to inform the claim include:

- the need for genuine employer commitment to principals' wellbeing, with specific practical measures to support principals
- classification and remuneration issues such as:
  - addressing some current anomalies in EA salary band levels which can disadvantage experienced principals who move to another school
  - ensuring that the interests of principals are better protected when schools are closed, amalgamated or restructured, including the importance of genuine consultation and agreed salary maintenance for a period

of time recognising the full complexities of schools in determining principals' salaries (such as P-12, attached early learning centres, before and after school care onsite, vocational education, special needs)

- reviewing the impact and operation of the current 'ten-year ceiling' on principalship in one school in the Sydney Archdiocese.
- clarification of 'compliance requirements' to ascertain their source and validity and to ensure that any new projects/initiatives are only implemented after appropriate consultation with principals and staff
- greater clarity and consistency around principals' access to professional development opportunities and professional renewal/sabbatical leave as these provisions can vary significantly from diocese to diocese.

There will be further consultation with IEU systemic principal members to inform the development of a log of claims.

### Principals in independent schools

IEU membership of principals has continued to grow in Catholic independent and other independent schools and during the past year, the union has supported principals in the independent sector (including Christian, Islamic, special needs and other independent schools) in regard to a range of concerns including:

- awareness and enforcement of current industrial provisions in schools
- assisting principals about letters of appointment/employment contracts
- school governance issues, especially dealing with school boards/councils
- negotiation of reasonable workload expectations
- restructuring/redundancy.

As previously noted, a Zoom meeting for principals in independent schools is proposed for 28 October with a focus on principals' roles, workloads, and the national and NSW/ACT education agendas.

### Principals' employment security

During the past year, discussions have been held with several Catholic dioceses, the AIS, and the Christian schools' sector about principals' appraisal processes and contract renewals.

The IEU has been involved in the resolution of several disputes relating to individual principals in various Catholic and independent schools during the past year. Outcomes have included: continuation in the current position with appropriate support; alternative principal positions; transfer to other positions with some form of salary

maintenance; various leave arrangements; and financial settlements.

Ongoing efforts are being made to ensure clear, fair and consistent processes to address issues before they reach the stage of a serious dispute, including ensuring that employers do not inappropriately use the AITSL 'Principal Standard' for disciplinary purposes.

Discussions have also been held with several Catholic dioceses about a range of specific matters raised by principals, including staff relations issues, dealing with challenging parents, as well as concerns about employment terms, working conditions, and performance review. Issues have also been addressed in relation to school restructures, amalgamations, closures and other organisational issues which affect the roles and remuneration of principals.

### Educational and professional issues

The Principals' Sub Branch has continued to engage strongly with educational and professional issues, including:

- COVID issues impacting on schools, including NSW and ACT Government decisions affecting schools such as lockdowns and remote learning, vaccination priority and access for staff, WHS concerns, the timing of schools reopening, and a range of HSC issues in NSW
- funding and resourcing of schools
- Aboriginal and Torres Strait Islander education issues
- support for students with disabilities and other special needs, especially in regard to the Nationally Consistent Collection of Data process
- NSW 'Curriculum Reform' and the proposed review of the Australian Curriculum
- ongoing debates about NAPLAN, including its timing in the school year, the learning areas to be assessed, and the reporting timeline
- NESA and TQI operations and processes
- Senior Secondary Student Pathways.

### Valuing and supporting principals

The IEU greatly values its principal members and welcomes their vital contribution to our union's role and activities. While principals have been at the forefront of dealing with many of the challenges of COVID, they have continued to support their colleagues and to exercise leadership at workplace and community levels. Whatever 2021 and beyond may bring, the IEU looks forward to working with our principal members to protect and enhance their professional, industrial and wellbeing interests.

Pam Smith  
Principals' Organiser

# ELICOS

The post-secondary education sector has taken hit after hit over the past 12 months, with the pandemic and associated border closures having significant detrimental effects. The sector is heavily dependent on international students, and with Australia's international borders being locked tight since early 2020, there have not been any opportunities for growth for these colleges.

Most colleges have adapted by offering extensive online courses, but these were stopgap and piecemeal solutions, and did not go anywhere near compensating for the reductions in in-person student numbers. Consequently, many long-standing colleges have closed their doors for good, while the higher-end players such as the university colleges have endured multiple rounds of redundancies in the face of rapidly declining enrolments.

The ELICOS sector has always been the IEU's main source of members, and here the damage has been especially severe. The industry body English Australia estimates that there was a 47% decrease in both student numbers and student weeks of study in 2020 compared to 2019, and this only got worse in 2021, as existing students finished their studies and weren't replaced. EA estimates that created an AU\$2.7 billion hit to the economy.

It's no surprise, then, to see IEU membership in this sector decline in 2021, though perhaps not by as much as might have been feared. As of 1 September 2021, there were 241 IEU members across the various arms of the post-secondary

sector, about 60% of whom are ELICOS teachers. This is a significant decline from the 360 members last year, but given the crisis in the industry, an indication that our members in the sector greatly value their IEU membership and hold on to it for as long as possible.

Despite the doom and gloom, the IEU was still able to achieve benefits for members in the sector over the 2020-2021 year. Bargaining has proceeded at WSU The College and Navitas English, with the latter agreeing to interim pay rises equivalent to the Wages Price Index for 2021 and 2022. The IEU also had a small victory at UTS College, when we are able to ensure that sessional (fixed-term) teachers were able to access pro rata long service leave payments. Meanwhile, members on the modern award (which is most of them in this sector) were the beneficiaries in July of an award pay increase of 2.5%.

Looking forward, there are signs for optimism, as Australia's vaccination rates increase rapidly, and governments start to talk about re-opening the international borders. International students are likely to be among the first non-citizen cohorts to be allowed in (as quarantining can be built into their multi-month stays), and so 2022 figures to look much better for the industry than the last 18 months.

When things do improve, the IEU is well placed to capitalise on our advocacy through the crisis, and to re-build our membership in this sector.

Kendall Warren



# 2011 ANNUAL REPORT



# Membership statistics and school visits

<b>Member Type/School Category</b>	
<b>Support Staff</b>	
Business Colleges	16
ECS	56
English Colleges	13
Life Education Centres	0
Non Systemic	964
Other	12
Special Schools	190
Systemic	2,844
Systemic Advisors/Consultants	146
Without Category	108
Non Systemic (Catholic)	319
	<b>Sub total 4,668</b>
<b>Teachers</b>	
Business Colleges	107
ECS	1,178
English Colleges	122
Life Education Centres	24
Non Systemic	6,905
Other	45
Special Schools	248
Students	649
Systemic	14,233
Systemic Advisors/Consultants	427
Without Category	1,543
Non Systemic (Catholic)	1,538
	<b>Sub total 27,019</b>
	<b>Total 31,687</b>

**Members and Schools by Branch**

<b>Sub Branches – City</b>	<b>Schools</b>	<b>Members</b>	<b>EC Centres</b>	<b>Members</b>	<b>Colleges</b>	<b>Member</b>	<b>Other</b>	<b>Members</b>
Central Coast	38	772	126	40	5	11	0	0
Central Metropolitan	102	2084	252	125	188	100	27	10
Cumberland	103	2610	273	70	26	14	3	2
Ku-ring-gai	48	1005	137	54	8	5	5	0
Lansdowne	89	2495	272	30	31	20	0	0
<b>Sub Branches – City</b>	<b>Schools</b>	<b>Members</b>	<b>EC Centres</b>	<b>Members</b>	<b>Colleges</b>	<b>Member</b>	<b>Other</b>	<b>Members</b>
Metropolitan East	64	1351	156	66	19	88	3	4
Northern Beaches	40	649	127	48	11	6	0	0
Northern Suburbs	65	1299	204	103	30	8	1	0
Penrith/Blue Mountains	77	1773	205	45	11	2	1	24
Southern Suburbs	59	1608	273	107	10	9	7	66
<b>Sub Branches – Regional</b>	<b>Schools</b>	<b>Members</b>	<b>EC Centres</b>	<b>Members</b>	<b>Colleges</b>	<b>Member</b>	<b>Other</b>	<b>Members</b>
ACT/Monaro	68	1610	92	45	10	4	1	2
Central West	92	1134	142	48	3	0	1	1
Hunter Valley	125	2417	300	156	14	4	4	4
Mid North Coast	47	929	116	31	3	3	0	0
North Coast	57	1033	123	45	7	1	0	0
North West	46	728	98	35	0	0	3	0
Riverina	60	987	120	85	6	2	1	1
South Coast	100	2659	380	128	16	4	3	0
South East	45	737	109	35	1	0	0	0

<b>Sub Branches – General</b>	<b>University</b>	<b>Members</b>
Principals		600
Students	85	655
Unemployed		138
Retired		714
Other/Life		9

<b>Schools by category</b>	<b>Number of schools</b>
<b>Systemic Advisors</b>	
Systemic Consultants	34
Non Systemic Consultants	9
<b>Sub total</b>	<b>43</b>

<b>Systemic</b>	
MEA Non Systemic Catholic	0
Systemic Both	24
Systemic Primary	439
Systemic Secondary	127
<b>Sub total</b>	<b>590</b>

<b>Students</b>	
ECS	30
Primary	7
Secondary	5
Primary/Secondary	43
<b>Sub total</b>	<b>85</b>

<b>Special schools</b>	<b>Number of schools</b>
AIS MEA Hybrid	23
MEA	3
Special schools	47
Non Systemic (Catholic)	4
<b>Sub total</b>	<b>77</b>
<b>Non Systemic</b>	
AIS MEA 3 Band Schools	136
AIS MEA Hybrid (No SAO)	4
AIS MEA Hybrid – Both	31
AIS MEA Hybrid – Primary	36
AIS MEA Hybrid – Secondary	22
Christian Parent Control School	19
Christian Schools Australia	54
MEA – COASIT	0
MEA – Consultants	1
MEA – Secondary	15
MEA – Primary	12
MEA Both	7
Non Systemic – Both	39
Non Systemic – Both (Catholic)	8
Non Systemic – COASIT	2
Non Systemic – Misc (Catholic)	7
Non Systemic – Primary	31
Non Systemic – Primary (Catholic)	6
Non Systemic – Secondary (Catholic)	33
Non Systemic Secondary	52
Seventh Day Adventist	22
<b>Sub total</b>	<b>537</b>
<b>Life Education centres</b>	
Post-secondary LEC	4
<b>Sub total</b>	<b>4</b>
<b>English colleges</b>	
Post-secondary English college	141
<b>Sub total</b>	<b>141</b>
<b>ECS</b>	
AIS MEA Hybrid – ECS	14
ECS – Early Intervention	69
ECS – Employers	26
ECS – Long Day Care – Not for Profit	323
ECS – Long Day Care – Not for Profit – Area Health Service	13
ECS – Long Day Care – Not for Profit – Goodstart	135
ECS – Long Day Care – Not for Profit – Integricare	7
ECS – Long Day Care – Not for Profit – KU	58
ECS – Long Day Care – Not for Profit – Lady Gowrie	8
ECS – Long Day Care – Not for Profit – Mission Australia	18
ECS – Long Day Care – Not for Profit – SDN	28

	<b>Number of schools</b>
ECS – Long Day Care – Not for Profit – Uniting Care Directly Managed Service	11
ECS – Long Day Care – Not for Profit – Uniting Shared Governance	2
ECS – Long Day Care – Private – Affinity	30
ECS – Long Day Care – Private – G8	180
ECS – Long Day Care – Private – Guardian	42
ECS – Long Day Care – Private – Little People	10
ECS – Long Day Care – Private – Montessori Academy	13
ECS – Long Day Care – Private – Only About Children	48
ECS – Long Day Care – Private – Active Kids	13
ECS – Preschool – Community-based	547
ECS – Preschool – Not for Profit – KU	60
ECS – Preschool – Not for Profit – Uniting Care Directly Managed Service	14
ECS – Preschool – Not for Profit – Uniting Shared Governance	15
ECS – School Conditions	106
ECS – Long Day Care – Private	1687
ECS – Long Day Care – Private – Big Fat Smile/GoodStart	17
ECS – Out of School Hours Care	4
<b>Sub total</b>	<b>3,498</b>
<b>Business colleges</b>	
Business Manager	1
AIS MEA Hybrid – post-secondary	0
Post-secondary business colleges	61
Community Colleges	56
Community Colleges Australia	47
Out-of-school tutoring colleges	33
Post-secondary miscellaneous	104
Vocational education colleges/registered training organisations	92
<b>Sub total</b>	<b>394</b>
<b>Miscellaneous</b>	
Miscellaneous	5
<b>Sub total</b>	<b>5</b>
<b>Total</b>	<b>5,374</b>
Er130 & E130disc	2,532
Er115 & E115disc	3,530
Full & Fulldisc	11,347
Full.8 & Full.8disc	1,696
Full.6 & Full.6disc	2,024
Full.5 & Full.5disc	655
Full.4 & Full.4disc	1,263
Full.2 & Full.2disc	337
Casual – Teacher	1,427
Leave – Teacher	146
Maternity – Teacher	500
Unemployed – Teacher	197
Retire – Teacher	668
Casual extended/Sessional	34
Exempt (Students/Teacher Exchange)	649
Life	9
Full-time Support Staff and Full-time Support Staff discount	1,949

	<b>Number of schools</b>
Part30 & Part30disc	1,557
Part20 & Part20disc	872
Part10 & Part10disc	118
Trainee/Apprentice	3
Casual – Support	78
Leave – Support	21
Maternity – Support	8
Unemployed – Support	22
Retired – Support	45
<b>Total</b>	<b>31,687</b>

<b>School category</b>	
<b>Systemic Advisors</b>	
Systemic Consultants	0
<b>Systemic</b>	
Systemic Both	22
Systemic Primary	259
Systemic Secondary	113
Non Systemic – Special (Catholic)	3
MEA Non Systemic Catholic	0
Students	0
PECS – Students – ECS	0
PRIM – Students – Primary	0
SEC – Students – Secondary	0
MS – Miscellaneous – (Deleted Category)	0
PS – Students – Primary/Secondary	0
<b>Special Schools</b>	
Special Schools	4
MEA – Special	1
AIS MEA Hybrid – Special	12
<b>Others</b>	
School Closed	6
<b>Non Systemic</b>	
Non Systemic – Primary	19
Non Systemic – Secondary	0
Non Systemic – Both	13
Non Systemic – Misc (Catholic)	5
Non Systemic – Consultant	0
Non Systemic – Primary (Catholic)	3
Non Systemic – Both (Catholic)	6
Non Systemic – Secondary (Catholic)	27
Non Systemic – COASIT	0
Christian Schools Australia	10
Christian Parent Control Schools	3
Seventh Day Adventist	5
AIS MEA 3 Band Schools	140
Community Colleges Australia	0
MEA Both	12

MEA – Consultants	0
MEA – Primary	5
MEA – Secondary	11
MEA – COASIT	0
AIS MEA Hybrid – Primary	26
AIS MEA Hybrid – Secondary	22
AIS MEA Hybrid – Both	34
AIS MEA Hybrid (No SAO)	4
<b>Life Education Centres</b>	
Post-secondary LEC	2
<b>English Colleges</b>	
Post-secondary English College	1
Post-secondary Business College	0
<b>ECS</b>	
ECS – Early Intervention	2
ECS – Preschool – Community-Based	38
ECS – Long Day Care – Private	21
ECS – Long Day Care – Acrewoods	0
ECS – Long Day Care – Only About Children	0
ECS – Long Day Care – Not for Profit	16
ECS – Long Day Care – Not for Profit – Goodstart	10
ECS – Long Day Care – Private – Little People	0
ECS – Long Day Care – Affinity	2
ECS – Long Day Care – Private – Active Kids	0
ECS – Long Day Care – Private – G8	3
ECS – Long Day Care – Not for Profit – KU	5
ECS – Long Day Care – Not for Profit – Mission Australia	0
ECS – Long Day Care – Not for Profit – Lady Gowrie	0
ECS – Long Day Care – Not for Profit – Integricare	0
ECS – Employers	1
ECS – School Conditions	14
ECS – Long Day Care – Private – Montessori Academy	0
ECS – Long Day Care – Not for Profit – SDN	3
ECS – Long Day Care – Private – Guardian	0
ECS – Long Day Care – Not for Profit – Area Health Service	0
ECS – Long Day Care – Not for Profit – Uniting Care Directly Managed Service	0
ECS – Preschool – Not for Profit – Uniting Care Directly Managed Service	0
AIS MEA HYBRID – ECS	2
ECS – Long Day Care – Not for Profit – Uniting Shared Governance	1
ECS – Preschool – Not for Profit – Uniting Shared Governance	0
ECS – Preschool – Not for Profit – KU	18
ECS – Out of School Hours Care	0
ECS – Long Day Care – Private Big Fat Smile/Goodstart	1
<b>Catholic Independent</b>	
MEA – Catholic	0

**Business Colleges**

Post-secondary Miscellaneous	0
Business Manager	0
Vocational Education Colleges	0
Community Colleges	2
Out-of-School Tutoring Colleges	0
AIS MEA Hybrid Post-Secondary	0
<b>Total visits</b>	<b>907</b>



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# Recruitment and organising

## Organising in lockdown

This year has been a tough one for recruitment. We did not get the boost that we received in 2020 when COVID restrictions first hit schools. The inability to visit schools and have in-person Chapter meetings has impacted on our capacity to organise and to recruit members. Chapter meetings have been held online. Organisers facilitated Zoom huddles to keep members connected and to provide a forum for members to share ideas to help each other through lockdown.

The IEU has been unable to visit university orientation days and Education Expo's as per our normal practice. We have maintained a presence through Zoom meetings at most of the universities. The overall number of students being recruited is significantly lower than in previous years. Reps and activists have signed up prac students where practicums have proceeded.

Following the NSW Government's announcement on the vaccine mandate, a number of members threatened to resign, and a very small proportion did resign. IEU staff were faced with many anxious members who often directed their frustration at their union rather than those responsible for the mandate. Staff did a terrific job in assuring these members of our support. Many who had contacted us intent on resigning were convinced to remain members. 93 members (less than one-third of one percent of our total membership) resigned citing dissatisfaction with the union's position on the government's vaccine mandate. It is worth noting that only 32 of these members had joined in 2017 or earlier. The vast bulk joined very recently. Some joined after the government's announcement only to resign less than two weeks later!

The IEUA organising forum was regrettably postponed again. The NSWACT Branch will be looking at hosting this forum in April 2022 in Sydney.

## New members

The IEU reintroduced the new member survey in 2021. More than 40% of new members take part in the survey which is conducted at the end of each month. Teachers Mutual Bank have sponsored the survey. Each month a participant is randomly selected to win \$100 gift card.

Of the new members who join, 39% heard about the IEU from another worker at their workplace and 34% heard about the union from the IEU Rep. This reaffirms the importance, not only of Reps, but of all members to take an active part in growing the influence of their union. Your colleagues trust their

peers, and word of mouth remains the best means to increase Chapter density.

The data also shows that we are seeing a greater increase in teacher and support staff membership in independent schools relevant to other sectors (Catholic/Christian/Early Childhood/ELICOS).

For members joining the IEU, the three most important reasons for doing so are as follows:

- advice and assistance in my workplace
- improving pay and working conditions
- a strong and collective voice.

## Staunch members

In 2013, the IEU instigated a system of recognising 30 years of continuous membership with the presentation of a commemorative badge. Badge presentations have provided an opportunity for local celebrations of collective achievement and further recruitment.

In 2021, we decided to extend our loyal member recognition program to promote the value and importance of maintaining IEU membership, while acknowledging significant milestones our members reach as they progress through their careers. Members who clocked up 10 and 20 years of continuous membership had certificates posted to them this year. Commemorative badges continue to be presented to those with 30 years of continuous membership.

Members who reached 40 years of continuous membership have been presented with a compendium. The IEU is proud to have 371 members who have been with us for 40 years or longer. Thirteen of these members have been with the IEU (AMMA and the ITA in earlier years) for more than 50 years. It was our intention to recognise these members at our AGM this year, but this plan was another COVID casualty. We look forward to honouring these loyal members in 2022.

## Departing members

In past years, many members became unfinancial without formally resigning or providing a reason for leaving their union. As part of our member retention efforts, the IEU has been working hard to determine why members leave their union and get them back on board where possible. A comparison of data in July 2020 and July 2021 demonstrates that we have made great strides in this task.

In 2020, 13.3% did not give the IEU a reason for leaving. In 2021, this figure has been reduced to 5.9%. The top reason for leaving in 2020 was "Not interested in the union anymore" at 15% of resigned members. This became the 6th reason in

2021 representing only 5.1% of resigned members. "Dissatisfaction with the union" was the 18th reason given in both 2020 and 2021 representing less than 1% of resigning members.

The top four responses in 2021 are as follows (their relevant position in 2020):

- financial reason (6)
- retirement (3)
- gone to public sector (5)
- no longer working in education sector (4).

In respect of the first reason, we need to take into account that these figures came during a time when many of our casuals were not working and when lockdown had put significant financial strain on families where partners may have lost their regular income.

#### **A big thank you**

I would like to acknowledge the work of the membership department for their continuing efforts in ensuring our recruitment and retention

processes are continually improved and streamlined. The work Organisers have been doing in contacting lapsed members and new members has been very productive and is greatly appreciated by the membership department. Our administrative staff work diligently through the lists contacting members who have become unfinancial. An expired credit or debit card is sometimes the difference between a member being covered by the IEU or not, and such things are often overlooked by our members in the business of their working lives.

From a membership perspective, and despite the restrictions we all faced in lockdown, the IEUA NSW/ACT Branch ends the year in a strong position with 31,687 members. This would not have been possible without Reps and activists who assist in recruiting their colleagues. A big thank you to all involved in keeping our union strong.

David Towson

# Professional engagement

## Introduction

For many years the Education Issues Committee, and the activities of the union's Professional Officers and technology and support staff in this area, have largely centered around professional development and accreditation issues. As the breadth of activities carried out by the union staff has continued to expand, it was decided to rebrand in 2021. The term "Professional Engagement" will now be used when referring to the many activities which are carried out by the union in areas including:

- professional development
- accreditation issues
- experienced teacher issues
- developing support material for Organisers (eg Accreditation Handbook and Workbook, resource videos, speaking notes for sub branch meetings)
- contributing to media releases and developing position/papers and responses to emerging education issues (eg NCCD, Parental Rights Legislation)
- other areas as directed by the Secretary.

While the primary efforts of the IEU will always focus on organising and industrial issues, we have increasingly been required to participate in the broader professional discussions affecting our members.

We believe the new nomenclature appropriately captures the breadth of activities being carried out by the existing staff, while allowing sufficient scope to accommodate any future developments which are likely to occur.

The current members of the union's Professional Engagement team are:

- Veronica Yewdall, Professional Officer and Education Coordinator
- Pat Devery, Professional Officer/Organiser
- Elizabeth Finlay, Professional Officer
- Marie-Claude Guilbault, Technology and Support.

As a result of these changes, the IEU Executive and Council endorsed the reconstitution of the Education Issues Committee as the Professional Engagement Committee.

## Engagement with peak bodies

### NSW Education Standards Authority (NESA)

In 2021, Veronica Yewdall was confirmed as the IEU representative on the NESA Board and Pat Devery was confirmed as the IEU representative to the NESA Policy Advisory Committee.

The IEU's presence on the Board and the Policy Advisory Committee ensures that the union

is given an opportunity to provide input into the thinking which underpins decision making processes. It also provides the union leadership with useful insights into evolving issues of concern regarding the teaching profession.

## NSW Curriculum Reform Stakeholder Forums

Throughout 2021, the IEU has had representation on the NSW Curriculum Reform Stakeholder Roundtable Forums. The union has consistently asserted that the compression of Professor Masters' 10-year timetable for reform into a four-year schedule would put unnecessary pressure on schools, and perhaps result in superficial change that failed to meet the aims of the reform. The Stakeholder Roundtable Forums provide the opportunity for the union to raise issues around the reform process, scheduling, level of consultation with teachers, and response to feedback.

## Syllabus writers and Technical Advisory Groups

As part of the IEU's engagement with the NSW curriculum reforms, and at NESA's request, the union has nominated members as syllabus writers and participants in Technical Advisory Groups. IEU members were required to submit an expression of interest to the union in order to apply. Members nominated by the IEU to fill these roles do so on the understanding that they are representing the union in these forums. In addition to the knowledge and expertise they undoubtedly bring to the group, they are asked to be mindful of workload considerations and negative impacts on teachers and support staff that may otherwise be overlooked.

## Australian Institute for Teaching and School Leadership (AITSL)

Throughout 2020 and the first half of 2021, the IEU engaged with AITSL's Teacher Practice Reference Group for the Online Formative Assessment Initiative on the National Literacy and Numeracy Learning Progressions. The initiative has moved through two of its three phases and has so far been approved at the conclusion of each phase by state and territory education ministers.

The aim of the initiative is to streamline and collate formative assessment practices within a school. It will initially focus on the National Literacy and Numeracy Learning Progressions but will encompass other types of formative assessment in time. The IEU is supportive of any such aims, but aware that workload intensification and duplication are sometimes insufficiently considered during the development phase of proposed initiatives.

The Teacher Practice Reference Group provides the opportunity for the union to raise these issues and highlight areas of concern. Throughout the engagement to date, the facilitators have welcomed IEU comment, and each iteration of the project has reflected feedback provided by the IEU.

The project is currently awaiting ministerial approval for the next stage, the development of a prototype portal. The union will remain engaged with the Teacher Practice Reference Group if the project is authorised to proceed.

### Professional development (PD)

Towards the end of 2020, due to political pressure, NESA took an unexpected decision to radically overhaul the professional development landscape for teachers in NSW. The union's entire professional development program was subsequently put on hold while NESA developed their new policy.

As a result of NESA's decision, the union was unable to run any accredited (formerly referred to as registered) PD courses for the first three terms of 2021. Furthermore, all the union's online and on-demand suite of courses had to be reclassified as elective PD (formerly teacher identified).

Teachers in the pre-2004 cohort who were in their first maintenance of accreditation period were advised by NESA that, if they were to complete their 100 hours of PD before 31 December 2021, regardless of whether it was accredited or elective hours, they would be considered as having satisfied the PD requirements of accreditation. To that end, the union advised teachers to complete as many hours as they required, utilising the online and on-demand courses housed at the IEUZone.

The new NESA policy will require teachers to undertake PD from each of the four priority areas which are currently:

- delivery and assessment of NSW Curriculum/ Early Years Learning Framework (as applicable)
- student/child mental health
- students/children with disability
- Aboriginal education and supporting Aboriginal students/children.

The union is aware that casual teachers continue to experience issues accessing sufficient low-cost professional learning. The union will continue to monitor the impact these policy changes have on the availability of suitable accredited professional development.

To support early-career teachers, the IEU ran a course in Term 1 on Working Towards Accreditation at Proficient Teacher. The session was divided into two sections. The first section provided early-career teachers with essential information on their responsibilities to comply with school codes of conduct and child protection legislation. In the second part of the course, the presenters explained the mandatory requirements related to achieving Proficient status within specific time frames and the financial benefits that may apply under different enterprise or multi-enterprise

agreements. The responsibilities that schools may have under these agreements was also explained.

At the end of 2020, the IEU ran a forum comprised of past and current principals who provided advice to student teachers as they prepared for their employment applications and interviews. We intend to continue the 'Ace the Interview' program in Term 4 in 2021 and into the future.

### IEUZone

The IEUZone continues to operate as the platform for housing the union's professional development online and on-demand courses.

All courses have been re-classified as Elective PD in line with NESA's interim policy announcements. It is to be hoped that a number of the courses will be repackaged as Accredited PD during the final quarter of the year.

The current collection of courses includes 21 two-hours courses, 18 one-hour courses and three 90 minute courses for a total of 64 hours and 30 minutes of elective professional development.

The most popular courses are:

- 10 Secrets of Effective Teachers
- Behaviour Management series (five courses)
- Remote Digital Teaching – Tips from Members
- Anxiety series (five courses)
- Difficult Conversations with Parents.

The popularity of these courses suggests that the IEUZone continues to cater to the professional development needs of teachers.

At the time of writing, re-development of the IEU website is in progress. It is envisaged the IEUZone will be incorporated into the main website with a single login access point.

### Teacher Learning Network (TLN)

The union has continued its partnership with the Teacher Learning Network, which provides professional development courses for our teachers in the early childhood sector. TLN has also been caught up in the NESA PD changes and has had its capacity to present accredited PD curtailed.

TLN is taking steps to have its courses accredited in the final three months of the year. They are also in the process of upgrading their website and database platform, which should allow both TLN and the IEU the capacity to more accurately target their marketing approach in order to better support members.

### Centre for Educational Measurement and Assessment (CEMA)

CEMA was established by Sydney University in response to a request from NESA to support the standing of the teaching profession through building teachers' depth of expertise in assessment and data literacy. The centre is committed to working with educational partners to strengthen a confident teacher voice and help assure the technical veracity and impartiality of

public commentary on educational assessment and reporting.

To that end, CEMA formalised a partnership with the IEU to provide five professional development sessions for 2021 with Professor Jim Tognolini as presenter. The changes to NESA's PD policy as outlined in this report have delayed the implementation of the series of sessions. The union is hopeful of being able to provide the first of these accredited PD sessions during Term 4.

### Accreditation

In 2018, all teachers in the pre-2004 cohort who were exempt from the initial accreditation process were brought into the five-year maintenance of accreditation cycle for the first time.

The result of this decision meant that in December 2022, somewhere in the vicinity of 60,000 teachers across the state would be due to finalise their maintenance of accreditation. In order to alleviate the obvious workload associated with this accreditation bottleneck, in consultation with the two unions, NESA made the decision to extend the deadline so this cohort could finalise their current maintenance period, with the intention of bringing it forward by six months and extending out by six months.

During the lockdown periods this year, members raised concerns with the union about difficulties experienced in finalising the Working With Children Check, and rapidly approaching due dates for Proficient and maintenance of Proficient accreditation. The IEU approached both the Office of the Children's Guardian and NESA with these concerns. Extensions have been provided to all teachers adversely impacted by the lockdowns.

### Experienced Teacher Accreditation Band 3 October 2020 to September 2021

Support for teachers undertaking Experienced Teacher accreditation in independent schools has continued in 2021.

Seventy-five members who were given support in 2020 were successful in achieving Experienced Teacher accreditation and a \$14,000 increase in salary.

There were issues regarding the timing of salary increases that usually occur in February of the year following receiving accreditation.

Due to COVID, the date for submission of evidence was extended from 6 September 2020 to 11 December 2020 to allow teachers more time to collect evidence. The issue was that the assessment of portfolios was not until the first term school holidays and results were not notified until May 2021. Resubmissions were due on 29 August 2021.

Members were concerned that they would not receive their pay rise in February. Schools had the option to backpay teachers that were successful in achieving Band 3.

Members were advised to speak with their school about the salary decision for their school. Some schools agreed to backpay to February 2021 as the salary increase had already been budgeted

for. Other schools agreed to pay from when the members received their accreditation notification. Unfortunately, there were a number of schools refusing to pay the increase until February 2022, meaning that members would lose a year's salary increase.

The IEU raised this issue with the AIS and after discussions, an earlier date for submissions was included ie 29 October 2020.

Most members concerned about the uncertainty of payment in February 2021 chose to submit their documentation in October 2020, thereby ensuring their salary increase.

Members at schools that had agreed to backpay chose to submit in December 2020.

There is a member at one school who submitted in December but was required to submit new testimonials which had to be re-written by the school. These were submitted in August 2021, but the school has refused to pay the increase until February 2022. Discussions between the IEU and the school are ongoing.

There have been 95 members who have received assistance in 2021. This involves several two-hour meetings either at the school or at our Ultimo or Parramatta offices. In addition, there is ongoing phone or online assistance as members prepare evidence and seek advice. All testimonials, references and Head of School reports are also checked to ensure they meet the requirements.

There has been a change in the way assistance is delivered due to COVID. Members prefer online and phone meetings and some schools are not allowing visitors. This has meant that members are seeking assistance more often and the meetings deal with fewer descriptors at one time. Members send in documentation for one standard or several descriptors and there are follow-up phone or online discussions. Although involving more time, this has worked well, and many members prefer this option. Country members have been using this method for several years.

Following the introduction of the Hybrid model, teachers in those schools are eligible to apply for Experienced Teacher but very few members have sought assistance. Teachers on the Hybrid agreement receive a lower salary than those on the Standards agreement once they have completed the Experienced Teacher process.

Members from Hybrid schools in the 2021 group reported that they were receiving very little assistance from their schools because the schools had very limited experience with this level of accreditation.

The level of support offered by schools remains inconsistent. It varies from schools that invite the IEU to run workshops, provide release time and allow for follow-up visits, to schools that offer no support at all.

In 2021, there has still been a need to continue to provide intensive support due to the continued lack of understanding of the Experienced Teacher Standards and lack of support from some schools. Most members start the process in the year prior

to the year they submit, and some schools are proactive in encouraging teachers to do so. There are still some members who begin their collection of evidence late and this causes additional stress.

In 2021, the IEU provided support for members in the following schools:

Al Faisal College Campbelltown, Amity College, Arndell Anglican College, Broughton Anglican College, Danebank School, Frensham, The French School, Georges River Grammar School, The German International School, Green Valley Islamic School, The Hills Grammar School, International Grammar School, John Collet School, The King's School, Malek Fahd Islamic School Greenacre and Beaumont Hills, Meriden School, Mt Annan Christian School, Northholm Grammar School, Nowra Anglican College, Oran Park Anglican College, PLC Croydon, Ravenswood School for Girls, Richard Johnson Anglican School, Santa Sabina College, The Scots College Bellevue Hill, Scots College Bathurst, Scots College Albury, Sapphire Coast Anglican College, St Andrew's Cathedral School, St Catherine's School Waverley, St Joseph's College Hunters Hill, St Luke's Grammar School Dee Why, St Peter's Anglican College Broulee, St Phillip's Christian School Waratah, St Scholastica's College Glebe, The Illawarra Grammar School, Thomas Hassall Anglican School, Trinity Grammar School, Trinity Anglican College Thurgoona, Unity Grammar College and William Clark College.

The Experienced Teacher is a complex process that requires consistent work and a large time commitment to complete the documentation.

Members who have completed Experienced Teacher this year, as in past years, are very appreciative of the support they receive from the IEU in assisting them to complete the process. Members comment that without the support from the IEU they would not have been able to complete their Experienced Teacher accreditation.

In August 2021, a meeting was held between officers of the AIS and the IEU to discuss the current evidence and testimonial requirements of the Experienced Teacher process, with a view to securing improvements in the Evidence Guide next year. The meeting was productive, with agreement in principle around the need to avoid duplication, allow for alternative types of verification, and reduce or remove any requirement for teachers to expand on self-explanatory content.

#### **Accreditation at Proficient Teacher level**

Revised versions of the IEU's Accreditation Handbook and Accreditation Workbook were provided as a resource to participants in the 'Working Towards Accreditation at Proficient Teacher' course held earlier this year. They were also made available to any teachers needing support who find them useful. The intention of the Handbook is to explain the regulatory framework that applies to the Proficient Teacher process. The

Workbook is a tool to guide teachers through the collection of evidence.

There have been enquiries from across NSW about Proficient Accreditation. Some of the issues for which the IEU has provided support and advice include:

- where the Independent Schools Teachers Accreditation Authority (ISTAA) is responsible for their accreditation. ISTAA requires teachers to provide evidence for all 37 descriptors, which is more than NESA requires. The IEU receives a number of complaints about this process and has raised this with the AIS.
- members who are not receiving support from their school and have not had a mentor or supervisor appointed to them
- members experiencing difficulties with their supervisor including lack of experience in the role, unreasonable expectations and not providing adequate time for mentoring
- teachers in small early childhood settings where there is not a qualified teacher to support them
- returning teachers who have many years of experience but have not been teaching in NSW for more than five years. These teachers are reluctant to begin as a provisional teacher on a lower rate of pay than that to which they are entitled. NESA offer immediate Proficient Accreditation to these teachers, but the school needs to agree.

#### **IEU report into the Nationally Consistent Collection of Data process in NSW and ACT schools**

The IEUA NSW/ACT Branch research, report and engagement on the Nationally Consistent Collection of Data (NCCD) process in NSW and ACT schools has been a major focus from mid 2020 and throughout 2021.

During sub branch and Chapter meetings in Term 1 and Term 2 2020, members raised serious concerns about the negative impacts of the NCCD process on both teacher health and wellbeing and support for special needs students. As a response to these concerns, the IEU formed a working group of teachers closely involved with the NCCD process at their schools. With the assistance of the working group and an external consultant, Michael Elphick and Associates, a survey was developed to gauge the extent and severity of the problems across all non-government schools in NSW and the ACT. This survey was distributed in September 2020 and 334 schools nominating a single representative to complete the survey on their behalf. In addition to the quantitative data generated by the survey, respondents also provided in excess of 830 comments.

It was clear that teachers support a nationally consistent collection of data process and understand the importance of securing the funding to enable appropriate support for students with special needs. It was equally clear, however, that the negative health and wellbeing impacts that have resulted from an increased administrative

workload are considerable and have worsened over time. Teachers also raised concerns that the increasing demands of evidence collection have substantially reduced the time they have to provide actual support to students with special needs and their classroom teachers.

The survey data was collated into a report, with recommendations from the IEU based on the areas of greatest concern and published as the Report on the Survey into the Nationally Consistent Collection of Data process in NSW and ACT schools. The NSW/ACT Branch Executive and Council unanimously endorsed the report and the recommendations in March 2021.

The IEU subsequently embarked on a series of meetings with the Catholic dioceses, all of which were completed by the end of Week 1 in Term 3. Overall, the dioceses were in agreement with the recommendations and supportive of the IEU's intention to pursue the clarification of guidelines.

Concurrently, meetings have taken place with the Department of Education, Skills and Employment (DESE) in Canberra. DESE, as the agency with responsibility for overseeing school compliance with the NCCD process nationally, expressed serious concerns about the increase in workload intensification for teachers and the consequent negative impact on student support, which is, after all, the primary purpose of the NCCD. From March 2021 onwards, DESE has been collaborating with officers of the IEU and the IEU's NCCD Working Group to develop guidelines which seek to reduce unnecessary and duplicative evidence collection. This work will continue throughout Term 4 2021 and 2022.



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# Union training

## Reps training

The union only managed to deliver seven Reps training days before lockdown was imposed. Courses were held in Ultimo, Newcastle, Ballina, Blacktown, Gosford, Orange and Canberra.

Unfortunately, training days planned for Dubbo, Griffith, Tamworth and Shellharbour had to be cancelled.

A total of 152 Reps attended the training days. The theme this year was 'power' and how to give members a sense of what their power can achieve when they act as a collective.

No Zoom sessions were held as Reps indicated that they were too busy designing and delivering online learning.

All sessions were well-received and evaluations overwhelmingly positive.

## Activists Conference

Luckily, we managed to squeeze in the Activists Conference, which ran from 11-13 April at The Fairmont in Leura.

This year we had 21 participants who came from schools across NSW and the ACT. They were a particularly engaged and enthusiastic group.

Arthur Rorris, Secretary of the South Coast Labour Council, gave the opening address and Mark Morey, Secretary of Unions NSW, was our guest speaker at dinner on the opening night.

Several Officers kindly delivered sessions including Secretary Mark Northam, President Chris Wilkinson, Deputy Secretary Carol Matthews, Michael Wright, Dave Towson and Veronica Yewdall. Of particular note was Amanda Hioe's highly entertaining account of the State Wage Case in terms of the number of cups of coffee that could be purchased with each proposed increase.

We again held our Q&A panel session of new Organisers. Many thanks to Sue McKay, Charles Wheeler, David Whitcombe, and Jeff Pratt who were in the hot seats this year.

Evaluations were extremely positive with several Officers commenting it was the best conference to date.

Marilyn Jervis



*IEU members and officials at the 2021 Activists' Conference in April at Leura.*



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# Media and Communications

The pandemic has had a huge impact on teaching and learning, affording the IEU a unique opportunity to respond to political developments and advocate for members in the media. We have attracted considerable positive coverage during 2021, in both metro and regional areas. At the same time, we've scaled up our online presence (website and social media), expanding our capacity to connect with members where and when they are most active and engaged. We've also produced our regular publications (*Newsmonth*, *IE* and *Bedrock*) to our usual high standard, incorporating members' voices and communicating the union's support for them during this uncertain time. Our targeted digital newsletters enable us to inform and update specific segments of our membership (support staff; principals; ELICOS and post-secondary teachers; and early childhood centre staff).

## In the media

### Stop press

As the Annual Report went to press, the NSW Government announced in its daily press conference that school staff and students were to return to schools after lockdown a week earlier than planned. The IEU responded rapidly.

**Media release:** Return to schools – No date change without consultation

The media in turn responded rapidly to the IEU, with Acting Secretary Carol Matthews doing back-to-back interviews for the next two days. Issues covered included consultation, ventilation and air filtration, and whether classrooms would be safe when staff and students returned.

**TV:** Channel 7 News; Channel 7's Sunrise (interviewed by David Koch); ABC TV's The Drum (followed by Wenona Principal Briony Scott); Channel 9 and SBS evening news.

**Radio:** Interviews on 2Day FM, 2GB, 2SM.

**Newspapers and websites:** *The Guardian*; the *Sydney Morning Herald*; *news.com.au*; the *New Daily*, the *Daily Telegraph*; the *Northern Beaches Review*; *EducationHQ*.

Other IEU media releases have been well-received throughout 2021. We've focused on several key themes, and repeatedly called on the NSW Government to consult with teachers and support staff through their union.

## COVID

### January

**Media release:** Vaccinate to educate: Add school and early childhood staff to priority groups (19

January 2021). The IEU calls on the Federal Government to include all school staff, including those in early learning centres, in priority groups for vaccination.

**Response:** Positive coverage from ABC TV and ABC Illawarra Radio, Channel 9, SBS TV.

- Give teachers vaccine priority: Independent Education Union (EducationHQ, 19 January 2021)
- 'Don't forget us': Unions call for teachers to be added to vaccine priority list (Canberra Weekly, 20 January 2021)
- As children head back to school, here's Australia's plan for vaccinating teachers and students (SBS online, 28 January 2021)
- Add school and early childhood staff to COVID-19 vaccine priority group (SBS TV news, 1 February 2021).

## June (Delta outbreak begins in NSW)

**Media release:** High time to vaccinate teachers and support staff (29 June 2021). The union reiterates its call for vaccine priority for school staff as a spate of Delta cases emerges in Sydney's eastern suburbs.

## July

**Media release:** Paid vaccination leave before 'business as usual' (14 July 2021). As the high transmissibility of Delta becomes evident, the IEU calls for paid vaccination leave to support ready access to vaccinations for school staff.

## Responses

- IEUA NSW/ACT Branch Secretary Mark Northam appears on Channel 7 News calling for priority vaccinations and paid vaccination leave for all school and early learning centre staff.
- Oral exams and dance performance postponed as delays hit HSC (SMH, 21 July 2021).

## August

**Media release:** Open Letter to the NSW Premier (2 August 2021) The IEU urges the NSW Government to rethink its decision to return Year 12 students and their teachers to classrooms on 16 August.

**Media release:** IEU and NSW Teachers Federation joint statement (5 August 2021). The IEU released to the media an historic joint statement with the federation calling for: the NSW Government to delay the return to schools on 16 August in the face of rising COVID-19 case numbers; conduct the Trial HSC remotely; and consult with teachers through their unions about a safe return to school.

## Responses

- Sydney private school teachers oppose return of Year 12 (AFR, 2 August 2021)
- Worst not over amid fears virus is spreading beyond Sydney (SMH, 5 August 2021)
- Pressure mounts from teachers' union as Premier defends HSC priority (SMH, 5 August 2021)
- Huge discrepancy: Concerns escalate over NSW's return to school plan (EducationHQ, 2 August 2021)
- Branch Secretary Mark Northam stands up for school staff at the NSW Parliament Public Accountability Committee's Inquiry into the NSW Government's management of the COVID-19 pandemic (video on IEU website)
- The NSW Government announces vaccine priority for all school staff in local government areas of concern (16 August 2021). The union keeps pushing for all school staff throughout NSW to have immediate vaccine access.
- Radio interview with Glenn Lowe, President of South Coast Sub Branch of IEUA NSW/ACT (ABC Illawarra, 27 August 2021)
- Radio interview with Glenn Lowe, President of South Coast Sub Branch of IEUA NSW/ACT (ABC Illawarra, 10 September 2021).

**Media release:** Return to school: Let's all play by the same rules (12 August 2021). The IEU rejects calls by the Association of Independent Schools for school principals to determine their own arrangements for students and staff returning to schools.

**Media release:** Open Letter to the ACT Chief Minister urging priority vaccinations for all school and early learning staff (18 August 2021). As COVID cases emerged in the ACT in August, the IEU writes an open letter to the Chief Minister.

**Response:** On 3 September, ACT Chief Minister Andrew Barr announces school staff and Year 12 students can book in for vaccinations.

## September

**Media release:** Return to schools – ACT consults while NSW creates confusion (3 September 2021). The IEU acknowledges the ACT's response while pushing the NSW Government to take more action to support school staff.

**Letters to employers:** The IEU writes to the AIS and Diocesan Directors (8 September 2021) about ensuring adequate ventilation in all school classrooms before school staff and students return on 25 October.

## Early childhood teachers win pay rise

**Media release:** Pay rise for early childhood teachers (19 April 2021). In the case brought by the IEU, the Fair Work Commission hands down a decision supporting pay rises of up to 10% for early childhood teachers.

## Responses

- Fair Work Commission approves pay rises of up to 10 per cent for ECTs (The Sector, 20 April 2021)
- Significant win: Around 12,000 early childhood

teachers could soon get a pay rise (Women's Agenda, 20 April 2021)

- Pay decision could provide a path for government on gender equality (SMH, 1 May 2021).

## Education issues

**Media release:** Union expertise crucial to Minister's new teacher model (13 November 2020). The IEU flags concerns that the NSW Government's new pathways into teaching will result in yet another token effort to address attraction and retention in the profession.

**Media release:** School tutoring program: Let's get this right (17 February 2021). The IEU welcomes the program, but calls for more detail on how the \$31 million allocated to non-government schools for small group tutoring will be allocated and how it will be staffed.

**Media release:** Drastic casual teacher drought causing chaos (24 March 2021). The IEU flags grim casual teacher shortages in non-metro dioceses, foreshadowing broader shortages to come.

**Response:** 'Moral imperative': Rush risks poor-quality curriculum, educators warn (SMH, 18 February 2021).

## Parental Rights Bill (NSW)

Steered by One Nation's Mark Latham, the *Education Legislation Amendment (Parental Rights) Bill 2020* purports to ensure parental primacy in matters of 'core values'; in practice it means surveillance of teachers and children being withdrawn from classes covering content to which parents object. The IEU has consistently opposed this regressive legislation for undermining the professionalism of teachers. Media releases include:

- **Media release:** Union backs teachers facing Latham's ire (3 June 2021)
- **Media release:** Parental Rights Bill – Unworkable and unsafe (7 September 2021)
- **Media release:** Joint statement with the NSW Gay and Lesbian Rights Lobby (18 August 2020 and 28 September 2021; signatories include NSW Teachers Federation, United Workers Union, City of Sydney, the Royal Australian College of GPs, Women's Electoral Lobby, Inner City Legal Centre and others).

## Online presence

Throughout 2021, the IEU continued a high-intensity digital and social media strategy, scaling up communication across all channels. We shared each of our mainstream media appearances on social media to keep members informed and amplify our message.

During July and August, we received more than enough comments across the many posts on our Facebook page to fill a double page spread in *Newsmonth* 6 (August): Thanks for sharing. While our biggest following is on Facebook, the IEU also has active accounts on Twitter and Instagram where our followings are increasing. We have recently reactivated our LinkedIn page as a way of amplifying



Wednesday 29 September 2021

### Return to schools: No date change without consultation

The Independent Education Union, which represents 32,000 government sector, is deeply concerned about the possibility of a return to schools via the media that students could return to schools planned, beginning on October 25.

"We are again frustrated by the lack of consultation with principal staff through their union," IIEUA NSW/ACT Branch Acting Secretary, Carol Matthews, said. "The NSW Government, unlike the Victorian Government, is not funding improvements. NSW non-government schools are only just starting to plan for a return to schools."

The Premier did not provide a specific date when pressed by the IIEUA that NSW would reach its 70 percent double-vaccinated target soon. "foreshadowing" an earlier reopening date for schools. "We are certainly looking at school earlier if we can," she said. "We have been looking at should plan for the 25th [of October] but we are looking at options for a return to schools."

Again, no mention of the teachers and support staff who would be affected by the return to schools. The current plan is for stages: Year 12 return on 25 October; Years 2, 6 and 11 on 1 November; and the remaining years to return by 1 December.

"The IIEUA considers this current staged plan of returning students to schools the safest option," Matthews said. "It enables schools to make adjustments to their processes as the necessity becomes apparent."

The union is also concerned about the potential for outbreaks in schools. Will impacted schools need to close again, leading to more disruption to education?

While the NSW Government has mandated that all school staff must be vaccinated, many students will not be vaccinated. At this stage, only a small percentage of school students have no vaccine on offer. COVID-19 spreads rapidly among children. Everyone's health and safety is at risk.

"The IIEUA calls on the NSW Government to engage with teachers' representative unions about any changes to the current plan to return to schools. We understand the pressures parents are under, but we urge the government to consider the safety of all staff and students in schools and workplaces, and the safety of all staff and students in schools and workplaces."

#### Contacts

Carol Matthews, Acting Secretary, IIEUA NSW/ACT Branch, 0418 272 1111  
Media and communications: Monica Crouch, 0411 645 751 [monica@ieua.asn.au](mailto:monica@ieua.asn.au)

The IIEUA NSW/ACT Branch represents over 32,000 teachers, principals, Catholic and independent schools, early childhood centres and post-secondary colleges.

Authorised by Carol Matthews, Acting Branch Secretary



19 January 2021

### Vaccinate to educate: Add school and early childhood staff to priority group

The Independent Education Union of Australia NSW/ACT Branch is calling on the Federal Government to include teachers and support staff in schools and early childhood services as frontline essential workers in a priority group for vaccination.

"It is not only in the interests of teachers and support staff to receive the vaccination but also the interests of the entire community," said IIEUA NSW/ACT Branch Secretary Mark Northam. "It takes just one case of COVID-19 to shut down an entire school, impacting hundreds, sometimes thousands, of families – disrupting learning and impeding parents and guardians' ability to work."

Since the COVID-19 crisis began, more than 50 schools in NSW have had to close owing to confirmed cases, and nearly 20 early childhood centres have been disrupted. Then there's the matter of extensive contact tracing and deep cleaning before the school can reopen, which can take anything from 24 hours to several days and cost in the tens of thousands.

"The IIEUA supports NSW Education Minister Sarah Mitchell's COVID-safety guidelines for students starting Kindergarten, Year 1, Year 2 and Year 7, released on Monday 18 January," Northam said. "But these guidelines should be extended to include priority vaccination of all school staff to ensure a smooth delivery of education in 2021."

The IIEUA's call is echoed internationally. The United Nations Educational, Scientific and Cultural Organization (UNESCO) and Education International (EI), a global federation of teachers' unions, has already called on governments to consider education staff as a priority group for vaccination.

In the United States, the Center for Disease Control and Prevention has classified school staff as "frontline essential workers" for vaccine priority based on concerns about the social and academic effects of school closures. Schools and early childhood centres not only teach children, they also provide mental health and social support.

In the UK, the four Children's Commissioners have requested prioritising teachers for vaccination. "It would be a vital first step in limiting the devastating impact of the pandemic on children's rights this year, which may well have consequences for years to come," the Commissioners said.

While the full details of Australia's vaccination policy are still being finalised, the first group will rightly include frontline health workers; aged care and disability care workers; residents in aged and disability care; and quarantine and border officials. The second group is reported to be elderly people and Aboriginal and Torres Strait Islander people over the age of 55.

"Let's add teachers and support staff to the priority list," Northam said. "The union will lobby the relevant ministers on behalf of its members for school and early childhood staff to be prioritised for vaccination. It's in the national interest to minimise disruption to families in 2021."

#### Contacts

Mark Northam, Secretary, IIEUA NSW/ACT, 0427 667 061  
Liam Griffiths, Assistant Secretary, IIEUA NSW/ACT, 0409 877 102  
Media: Monica Crouch, 0411 645 751 [monica@ieua.asn.au](mailto:monica@ieua.asn.au)

The IIEUA NSW/ACT Branch represents over 32,000 teachers, principals and support staff in Catholic and independent schools, early childhood centres and post-secondary colleges.

Authorised by Mark Northam, Branch Secretary, IIEUA NSW/ACT

### Two of the union's many well-received media releases from 2021.

our professional engagement updates and sharing features from our professional journals, *IE* and *Bedrock*.

#### Website

From 1 October 2020 to 28 September 2021, our website attracted 457,626 total pageviews. The most popular pages were the home page, member login, join page, and event list pages.

On days when the NSW Government made significant announcements affecting school staff, we saw dramatic spikes in traffic to our website as members view it as a reliable source of what the news means for them and the union's position on it.

News articles updating our members on key COVID developments performed well, as did pages relating to member benefits and pages publishing our most recent editions of *Newsmonth*, *IE* and *Bedrock*.

#### Facebook

Our page has experienced steady organic growth. Over the past year we've seen:

- more than 670 new page likes (October 2020 to September 2021), taking the total to 6368
- more than 10,100 link clicks on posts
- 3327 comments
- 1895 shares
- 16,308 reactions
- 5351 image views.

Issues our members engaged with strongly:

- pay parity for early childhood teachers
- opposition to Mark Latham's Parental Rights Bill
- the Australia-wide vaccine rollout
- media featuring the IIEUA covering priority vaccine access for all school and early childhood staff
- the joint media release with the NSW Teachers Federation calling for a delay on returning Year 12s to school
- Year 12 exams
- announcements and updates on return to school after the NSW and ACT lockdowns
- work health and safety in the face of COVID
- the remote/online learning experience.

The newspaper of the Independent Education Union of Australia NSWACT Branch (Vol 41 #3) May 2021

## PARENTAL RIGHTS BILL unworkable and unsafe

The NSW Government is currently publishing two pieces of legislation proposed by One Nation MP Matt Leahy. The bills are the Education Legislation Amendment (Parental Rights) Bill 2021 (the Parental Rights Bill) and the Education Legislation Amendment (Religious Freedom and Equality) Bill 2021 (the Religious Freedom and Equality Bill).

Responsible for teaching children about core values, such as ethical and moral principles, spiritual and social values as well as personal safety and identity, including gender and equality. The second objective is to promote the teaching of gender equity in schools.

The Bill proposes a range of measures to achieve these objectives.

**Parental responsibility**  
The Education Bill already states as a fundamental principle that 'the education of a child is primarily the responsibility of the child's parents'. However, the Parental Rights Bill goes much further in giving parents a key role in school curriculum, including the religious and moral education of their children.

Does the school have a positive duty to ascertain about these areas and how to best ensure the education is conforming? Do Catholic schools have an obligation to ensure that all children respect the view of parents of other religions or no religion?

What are those of those charged with the unenviable duty of what to do when you deal with the threat of other faiths that express views that may be contrary to the work of parents?

In order to implement parental primacy, the Bill demands that the school curriculum be approved by the parents. This is a significant step towards the religious and moral education of their children, but it is a significant step towards the religious, political and social view of parents.

Continued on page 3

### Union wins pay rise for early childhood teachers

Early childhood teachers will enjoy the modern award will receive a pay rise of up to 5%, thanks to a long struggle by the IEU. The award will also include a new role for teachers and a new role for support staff.

The IEU has secured a pay rise for early childhood teachers. The award will also include a new role for teachers and a new role for support staff.

## InFocus Professor Catherine Bennett

Mist one of the many women scientists working on Australia's pandemic response...

The professional voice of the Independent Education Union of Australia

The newspaper of the Independent Education Union of Australia NSWACT Branch (Vol 41 #6) August 2021

## VACCINE PRIORITY FIGHTING FOR OUR LIVES

The IEU has been calling for priority vaccination for teachers and support staff since COVID-19 emerged. Schools are workplaces and staff safety is paramount.

STOP PRESS: OVER 100 REPS OPPOSE AIS STANCE. SEE PAGE 3

Mark Northam, Secretary

The IEU has been calling for priority vaccination for teachers and support staff since COVID-19 emerged. Schools are workplaces and staff safety is paramount.

Follow the Queensland lead

The IEU has been calling for priority vaccination for teachers and support staff since COVID-19 emerged. Schools are workplaces and staff safety is paramount.

Thanks for sharing: What members are saying on social media

The IEU has been calling for priority vaccination for teachers and support staff since COVID-19 emerged. Schools are workplaces and staff safety is paramount.

## Strong bodies strong minds p8

### Resilient teachers supporting resilient children p18

Resilient teachers supporting resilient children

Our Facebook community is most engaged when we ask them a question or post topical content. They love when we post on a Monday and they have a good sense of humour: our most popular content was a meme of Federal Labor MP Tanya Plibersek being rudely ignored by the LNP frontbench in Parliament. The caption read "Australian teacher attempting to engage a classroom of entitled adolescents".

When the NSW Government announced mandatory vaccination for school staff, we were subject to a brief campaign targeting unions by those resistant to vaccines. We maintained a high level of positive engagement by implementing

moderation practices that kept respectful comments while excluding abusive, offensive, misleading, off-topic and vexatious comments to a minimum. We thank all of our members for sticking with us during this period.

**Twitter**

Twitter provides a robust outlet to push out our media releases and updates as well as engage and amplify campaigns within the broader Australian union movement. We have 1919 followers, a following we aim to grow. Several IEU members are also active on Twitter, and often share our posts. Our followers:

- are interested in updates from NESAs
- are passionate about women's economic security and pay parity for early childhood teachers
- don't like public sector pay cuts as they know it is a blow to the economy
- support priority vaccinations for teachers
- loved Professional Engagement Officer Pat Devery playing a moving rendition of the *Last Post* on Remembrance Day
- appreciate updates on COVID cases in schools and school closures
- click links to key announcements and Public Health Orders.

### Publications

We publish regular, relevant and engaging print and digital publications. The Communications Team produces *Newsmonth*, interviewing various members and experts, and inviting contributions from Officers.

We produce our professional journal *IE* in collaboration with the VicTas and QNT Branches; and *Bedrock*, our early childhood education magazine, with QNT.

We track the percentage of members who open our digital editions. Known as the "open rate", anything above 15 percent is considered good. The digital formats of all three of our publications have consistent open rates of about 36 percent, while *Newsmonth* 6 (August) was particularly strong, with an open rate of 49 percent.

### Newsmonth

We publish eight issues per year (six issues in 20-page tabloid format in print and digital; two issues digital only) distributed to all members. The average open rate of the digital version of *Newsmonth* over the past year was 37 percent.

Popular stories (chosen from the top three of each issue):

- Why the AIS is out of step (NM#7 November 2020)
- Catholic systemic support staff: Time to get equal (NM#8 December 2020)
- AIS stalls on salaries while some schools step up (NM#1 February 2021)
- Line in the sand: March4Justice and Teach us Consent petition (NM#2 April 2021)
- Parental Rights Bill: Unworkable and unsafe (NM#3 May 2021)

- Casual shortages: Impact on schools intensifies (NM#4 June 2021)
- High time to vaccinate teachers and support staff (NM#5 July 2021)
- Vaccine priority: Fighting for our lives (NM#6 August).

### IE

We publish three editions of our 36-page professional journal per year. It is distributed to all members in print and digital formats. The average open rate of the digital version over the past year was 36 percent.

Popular stories (chosen from the top three of each issue):

- Arts and minds: Why arts education matters (IE#3 November 2020)
- Meeting of the minds: A conversation between Julia Gillard and Sally McManus (IE#1 April 2021)
- When women lead boys' schools (IE#2 June 2021).

### Bedrock

We publish three editions of our 24-page early childhood education magazine per year. It is distributed to early childhood members only (about 1500) in print and digital formats, and we promote it with an email boost. The average open rate of the digital version over the past year was 34 percent.

Popular stories (chosen from the top three of each issue):

- Opening up about Closing the Gap (Bedrock#3 November 2020)
- Every child deserves to Thrive by Five (Bedrock#1 April 2021)
- Breaking down gender stereotypes (Bedrock#2 June 2021).

### eNewsletters

- Teachers r Teachers, emailed to early childhood members, three issues per year
- Headlines, emailed to principals, three issues per year
- Gaining Ground, emailed to support staff, three issues per year
- Future Perfect, emailed to ELICOS and post-secondary colleges, two issues per year.

Monica Crouch  
Media and Communications Coordinator



# 2011 ANNUAL REPORT



# Women and equity

## Committee role and activities

The IEUA NSW/ACT Women and Equity Committee is a network of members which usually meets/ teleconferences or holds events once per term, although COVID in 2020 and 2021 has seen the introduction of Zoom gatherings. The Women and Equity Committee serves as an inclusive forum for members committed to workplace equity, diversity, and inclusion. At present, 76.83 percent of IEU members identify as female.

In 2021, the Women and Equity Committee has operated within the context of the political, industrial and education climate affecting non-government education, including:

- the industrial situation in Catholic and independent schools and early childhood education
- developments in equity legislation, policy and practice, including the March4Justice campaign, the IEU's ERO case on behalf of early childhood teachers, initiatives to enhance pay equity for school support staff, and the union's ongoing advocacy against unfair anti-discrimination law exemptions
- education agendas at the national, NSW and ACT levels
- social justice and human rights campaigns at workplace, community, national and global levels.

As usual, the Women and Equity Committee has also linked with the work of the IEUA national Women and Equity Committee and has continued to engage with the IEUA BOLD (Building Our Leadership Development) program which evolved from the 2017 inaugural BOLD Conference in Canberra and the 2019 Conference at Manly. BOLD has an ongoing focus on developing women's leadership skills through networking opportunities which include a Facebook group, webinars, and a BOLD newsletter.

There has also been continued engagement with ACTU, Unions NSW and Unions ACT initiatives and with community organisations where relevant, such as with International Women's Day events, Equal Pay Day and the International Day for the Elimination of Violence Against Women. Efforts are being made to strengthen diocesan Workplace Equity Committees and to reactivate others which are not currently meeting.

As 2021 was not a scheduled IEU Women's Conference year, the focus was intended to be on regional women's forums and activities, as well as opportunities for online engagement with other union and community events as appropriate. As

indicated below, some events have been COVID affected in timing or format.

Women and Equity Committee activities for 2021 have included:

8 March	International Women's Day
5 March	IEU IWD Zoom afternoon tea
8 March	Wollongong CEO IWD morning tea
11 March	Joint Bathurst CEO/IEU IWD dinner
27 May	Women and Equity Committee Zoom meeting
19 June	Panel on consent issues at IEU Council
14 July	South Coast women's forum screening of the Women of Steel film, hosted by the film's director Robynne Murphy (unfortunately could not proceed due to COVID but may be rescheduled online)
9 August	IEUA BOLD webinar on support staff issues facilitated by NSW/ACT
31 August	Equal Pay Day
3 September	North West women's forum via Zoom
4 November	Western Sydney women's forum via Zoom
25 November	International Day for the Elimination of Violence Against Women.

## IEUA National Women and Equity Committee activities and the BOLD program

The NSW/ACT Branch continues to play an active role in the national IEUA Women and Equity Committee and there has been strong ongoing engagement with the BOLD (Building Our Leadership Development) program). In particular, this Branch has been actively involved in discussions around women's safety and wellbeing at work and contributed to the ACTU's campaign for full legislated implementation of the Australian Human Rights Commission's Respect@ Work Report, and the campaign for the Australian Government to ratify ILO Convention 190 against workplace harassment and violence.

At its Zoom meetings on 16 February and on 14 July and in various teleconferences, the IEUA national Women and Equity Committee has continued a focus on workplace equity and inclusion, countering gendered violence, and enhancing access to family/carer friendly work practices across Australia. The 14 July meeting featured input from Vanessa Seagrove and Mary Yaager from Unions NSW on various women's networking and support initiatives.

'IEU Speaks' have been distributed this year for International Women's Day on 8 March, on the

ACTU campaign in support of the AHRC Respect@Work Report, and on Equal Pay Day on 31 August. There will also be a recognition of the International Day for the Elimination of Violence Against Women (White Ribbon Day) on 25 November.

As mentioned, the BOLD program grew from IEUA National Women and Leadership Conferences held in 2017 and 2019, with significant participation of NSW/ACT members and officers. Since these conferences, BOLD has had an emphasis on developing women's leadership skills with online sessions, a Facebook page, a BOLD newsletter, and other networking opportunities.

On 9 August, NSW/ACT women had a leadership role in facilitating a national BOLD webinar at which IEU Industrial Officer Carolyn Moore and Vice President Support Staff Carolyn Collins and support staff members Belinda McRae and Karen Andriske contributed to a panel on the IEU/CER support staff working party and on other issues for support staff members.

A BOLD webinar was scheduled for 18 October on Reproductive Health and Menopause Issues.

### **Fair, safe and respectful workplaces**

Gender, respect and consent issues have been a strong focus of public concern this year arising from certain events at Parliament House in Canberra and also highlighted by the activism of Grace Tame as 'Australian of the Year'. On 15 March, the IEU participated in March4Justice events in Canberra, Sydney and in a range of regional centres, and also contributed to union and community forums to highlight gender violence issues in workplaces and the community.

Within the context of the debate around these issues, a panel session was held at IEU June Council featuring Wenona School principal Briony Scott, and IEU teacher and Executive member Phoebe Craddock-Lovett. Video input was provided by former AFL player and gender issues writer Brandon Jack. The panel explored the key issues facing schools in educating students about gender, respect and consent, noting that discussing these issues in schools has become even more challenging because of the proposed One Nation's 'parental rights' legislation.

As previously noted, this Branch has been actively involved in discussions around women's safety and wellbeing at work and contributed to the ACTU's campaign for full legislation of the recommendations of the Australian Human Rights Commission's Respect@Work Report, as well as supporting a significant Unions ACT survey and report on Countering Workplace Gendered Violence.

Leading up to this year's ACTU Congress, the ACTU Women's Committee with IEU input developed a model enterprise violence clause for enterprise agreements and also engaged as observers in the Federal Government's National Women's Safety Summit on 29-30 July.

In accordance with the recommendations for employers arising from the Australian Human

Rights Commission's Respect@Work Report, and ACT and NSW Governments WHS initiatives for managing psychosocial hazards at work, the IEU has reviewed and developed its own internal policy documents in regard to preventing and addressing gender-based harassment and discrimination.

### **Countering the gender pay gap**

This year Equal Pay Day was on 31 August, illustrating the 61 additional days from the end of the previous financial year which statistically women must work to earn the same amount as men earn in 12 months. The current gender pay gap in Australia is 14.2%, an increase of 0.8 over the past year. Over a working life, the gender pay gap and patterns of employment affected by family and care commitments result in a retirement income gap of around 42%.

Equal Pay Day is an important reminder of the continuing barriers women face in accessing the same opportunities and benefits as men in Australian workplaces. Women currently comprise 49% of Australian workers and more than 70% of education employees but there are still many equity challenges confronting women at work. In the sectors covered by the IEU, this is particularly evident for early childhood teachers, hence the ERO case, and for school support staff, as reflected in the joint IEU working party with Catholic systemic employers to progress pay equity as per the case conducted by the NSW PSA.

Efforts continue to strengthen current diocesan WGE committees and to reactivate others, as well as monitoring the annual reports from non-government sector employers to WGEA. This includes a focus on addressing gender pay gap issues in classification and opportunities for progression.

COVID has highlighted Australia's many current gender inequities, however, it also provides an opportunity for reflection, engagement and action going forward.

### **Facilitating and strengthening networks**

An important aspect of the Women and Equity Committee's role is to ensure that the IEU is represented at meetings and forums on issues affecting women members. Such participation enables the IEU to engage with key issues and also to articulate its own position and maintain an appropriate public profile.

The IEU especially acknowledges the contribution of First Nations women members who serve on the union's Aboriginal and Torres Strait Islander Advisory Committee, on diocesan WGE committees and who contribute to IEU regional women's events.

Significant networking events this year included March4Justice events in Canberra, Sydney and regional centres, International Women's Day in March and a range of online activities organised around the Respect@Work campaign.

There has also been participation in ACTU



*Amy Martin, member of the IEUA NSW/ACT Branch Early Childhood Services Council, joins unionists in the Domain, Sydney, for International Women's Day on 8 March 2021.*

Women's Committee meetings and in a variety of Unions NSW and ACT activities, including various forums and Unions NSW Women's Committee initiatives. The role of IEU Officer Tina Smith as President of South Coast Labour Council is acknowledged with appreciation, including the reactivation of the SCLC Women's Committee.

In the ACT, as previously mentioned, the IEU engaged with Unions ACT and other unions in a survey and report on gendered violence which will inform affiliates, government, ACT WorkSafe and other agencies and provide the basis of campaigning to counter gendered violence and discrimination.

On 19 August, IEU Women and Equity Committee Co-convenors Valerie Jones and Pam Smith participated in an IEUA QNT Branch Zoom women's conference, including a panel session on Leading from Where You Are.

During the past year, IEU members have also joined in various campaigns to support national and international action for women's rights, human rights, environmental protection and social justice, as well as in initiatives in Australia supported by Emily's List and the Women's Electoral Lobby.

#### **Looking to the future**

The Women and Equity Committee thanks IEU Executive, Council, Officers and staff for their co-operation and support during the challenges of the past year. Collectively, we can respond to the needs of members and develop effective strategies to achieve more just, inclusive, and equitable outcomes for women working in non-government education.

Pam Smith, Valerie Jones  
Women and Equity Committee Co-convenors



# 2011 ANNUAL REPORT

# Aboriginal and Torres Strait Islander Advisory Committee

The role of the Aboriginal and Torres Strait Islander Advisory Committee, established six years ago, is to advise Executive and Council on issues impacting Aboriginal and Torres Strait Islander members in both their direct employment and more broadly.

The committee has met twice since the 2020 AGM, both via Zoom.

Our Reconciliation Action Plan (RAP) is still on hold as it is currently impossible to consult with the community due to the greater COVID restrictions applying to Aboriginal and Torres Strait Islander people and lockdowns in various geographic regions.

The union is registered with Reconciliation Australia which means we escaped the fees introduced in September 2021.

There have been some changes to the composition of the committee this year. We welcomed Megan Sampson and bid temporary farewell to Lyn Caton during her secondment to the federal office.

Current members are:

Mary Atkinson  
(CSO Wagga Wagga)  
Karen Andriske  
(St Johns College Dubbo)  
Vinnie Cooper  
(St Joseph's High School Aberdeen)  
Kathryn Baxter  
(St Luke's Primary School Revesby)  
Kylie Booth-Martinez  
(Assumption School Bathurst/St Stanislaus' College Bathurst)  
Bryan Rowe  
(San Clemente High School Mayfield)  
Megan Sampson  
(International Grammar School Ultimo)  
Pam Smith  
(Assistant Secretary)  
Jackie Groom  
(Organiser)  
Marilyn Jervis  
(Organiser/Convenor)



# 2011 ANNUAL REPORT

# Environment

## Environment events on sustainability and food production

Due to the recent lengthy COVID lockdown restrictions across NSW and ACT, the three planned environment events to be held in Canberra on 6 August, Byron Bay on 3 September and Sydney on 10 September were postponed until Term 2 next year. Revised dates will be advised. We are looking at adding another regional event to this list if there is further demand.

The union is seeking to ensure that all presenters and venues previously booked will be available for the new dates in 2022.

## IEU Environment Grants 2021

Again, due to COVID, the union has offered a modified format for our Environment Grants program this year. Members have been invited to apply on behalf of their schools, colleges or early learning centres for one of three grants of \$3000 each sponsored by the union to help with developing their environmental projects.

The IEU has a proud history of funding/ supporting education projects that bring sustainability projects to life. There is no definitive list of possible activities, but typical projects include habitat conservation, biodiversity, tree planting, outdoor learning areas, vegetables in kitchen gardens, organic produce, water and energy saving, waste recycling, composting projects and aboriginal cultural projects.

Eligibility criteria includes the long-term viability of the project, a link to the broader environmental education strategy and effective management of the project.

Again this year, the program attracted many applications from workplaces across our membership in NSW and ACT with the grant winners announced on 5 October.

The following programs were successful in the 2020 grants program. They were implemented during the past year while taking COVID challenges into consideration.

**Broulee Early Learning Centre**  
Broulee NSW – \$3000

### Project: The Bee Hotel

Creating a self-contained ecosystem and bee hotel on the roof of a purpose-built play space which would invite native bees back to the area and contribute to the conservation and biodiversity of our surrounding environment, which was devastated by the 2019-2020 bushfires.

**St Mary's War Memorial School**  
West Wyalong NSW – \$150

### Project: Dry area outdoor sensory garden/ outdoor learning area

Creation of a safe, and supported learning space for school children and community with a sensory garden that does not require water to educate that dry can still be functional given our arid climate.

**St John Vianney Primary School**  
Waramanga ACT – \$1500

### Project: Sustainable gardening and waste elimination

Using upcycled materials, the school produced sustainable wicking beds for a food garden to support the use of homegrown food in the canteen. This involved student maintaining and caring for the produce; planted out the empty garden beds with native plants and used labels using the local language of the Ngunnawal community.

**Northside Montessori School**  
Pymble NSW – \$3000

### Project: Bush to brunch to books

The project involved close association with Kur-ing-gai Chase National Park rangers, Indigenous community members and input from the students. It included service-learning with bush regeneration, building of native garden beds and orchards, cooking using school-grown native produce and integration of environmental education into all subjects of the curriculum.

The AGM will have an opportunity to view a presentation of these wonderful and innovative projects.

## Student climate action

The federal offices of three major unions in the education sector representing nearly 300,000 education workers across Australia, released a joint statement in solidarity with and support for the 21 May student climate action strike:

- We stand in solidarity with our students as they participate in the School Strike4Climate.
- We support and admire their courage and dedication, and we share their deep concerns.
- Australia's lack of meaningful action on climate change is a lost opportunity and has become an international embarrassment. Worse, it is a reckless and irresponsible betrayal of future generations.
- Our three unions represent nearly 300,000 education workers across Australia who care deeply about the future of their students and



**IEU members and friends attend the School Strike 4 Climate on 21 May 2021.**

the state of the society, the environment, and the economy we leave to them.

- We are proud to stand beside our students as they fight for a safe and fair future for all of us. We call on the Australian government to heed their urgent message and to take real action to combat climate change.

IEU members and staff participated in the very successful rally and protest in Sydney and in other locations on 21 May this year. At the time of writing, a further action, Student Strike4Climate was planned for 15 October in capital cities and regional towns throughout Australia.

The aim is to highlight the government's inaction and retrograde policies in addressing the looming climate emergency. The IEU Executive endorsed the following statement for the school strike:

**We are in the thick of the climate crisis**

Yet our government continues to subsidise their mates in the fossil fuel industry, putting all of us at risk.

**We are already seeing the impacts of climate change hurt those closest to us**

If we don't take action now and transition swiftly away from fossil fuels to 100% renewable energy, things will only get worse. But it's going to take all of us working together to succeed.

**Australia is ranked last in the world on climate action**

If we do not take action now, Australia risks being left behind, resulting in economic and climate impacts beyond what we can comprehend.

**The government thinks that our movement of young people can't hurt them**

Think again. Thousands of us can now vote since our first strike in 2018, and that number is only going to grow.

**Join us on 15 October, two weeks before the COP 26 global climate summit**

By taking the day off school, work or uni to let the government know that we're serious about climate action and won't go away until they stop selling our futures.

**The world isn't waiting, so neither are we.**

**IEU Environment Committee**

For up-to-date information on environmental issues and a platform for sharing resources and teaching learning strategies, visit the IEU Environment Group:

[www.facebook.com/groups/IEUEnvironment/](https://www.facebook.com/groups/IEUEnvironment/)

We would like to thank the IEU Environment Committee members and the Executive, Officers and staff who support the work of the committee including the organisation of the three planned environment events and grants program. 2022 looms as a big year for environment issues.



# Child protection

## Child protection cases

From September 2020 to September 2021, the IEU finalised 52 child protection cases.

We remind members that whilst confidentiality must be maintained at all times regarding an investigation into any allegation made against them, they are not prevented from contacting their IEU Organiser on 8202 8900 or the toll free number (for country members) 1800 467 943 to seek confidential advice, support and representation in the matter.

## NSW Reportable Conduct Scheme

The *Children's Guardian Act 2019* (the Act) commenced on 1 March 2020. Whilst the COVID-19 pandemic has on occasions impacted on the capacity of child-related employers to meet reporting and investigation timeframes, employers are still liable without 'reasonable excuse' for penalties for non-compliance with reportable conduct obligations under the Act.

The expectation from the NSW Office of the Children's Guardian (OCG), and the IEU, is that employers continue to direct their resources to meet reporting and investigation timeframes and minimise the impact on employees who are the subject of reportable allegations.

## ACT Reportable Conduct Scheme

The ACT Reportable Conduct Scheme commenced on 1 July 2017. For the period 1 July 2020 to 30 June 2021, the ACT Ombudsman received 171 initial notifications from organisations about allegations of reportable conduct, with 27 of these being reported to ACT Police. The largest number of reports (74) received were from government and non-government schools. A total of 196 matters were finalised by the ACT Ombudsman during this period.

## NSW Working with Children Check

Significant delays have been experienced by persons applying for a NSW Working with Children Check (WWCC). One part of the WWCC process involves the use of the National Police Checking Service (NPCS) to conduct a nationally coordinated criminal history check for applicants.

The following information was provided by the NPCS to explain the reasons for the significant delays in processing applications:

- the check subject having a common name, or a name that matches with many potential persons of interest on policing systems
- the check subject having old police information

that requires manual collection and processing of hardcopy records

- the relevant police agency having inaccurate or incomplete records which need to be investigated properly before the check can be finalised
- transferring information between the various state and territory police agencies before the information can be vetted and/or released
- workloads within each police agency.

The COVID pandemic has also impacted on persons being able to renew their WWCC clearance. The OCG have advised that WWCC clearances due to expire between 19 July 2021 and 26 January 2022 have been extended for three months. The three-month period applies from the date of the person's current WWCC clearance expiry date. Any person who is granted an extension by the OCG will be advised by email.

Members are advised to ensure that application data is submitted accurately and in full when applying for or renewing their WWCC clearance. Also, members should ensure that all contact details are up to date with the OCG.

## ACT Working with Vulnerable People Check

On 1 February 2021, amendments to the *Working with Vulnerable People (Background Checking) Act 2011* commenced. These amendments included:

- a person with a Class A offence (eg murder, culpable driving causing death, and sexual offences against vulnerable people) will be automatically excluded from working/volunteering with children and in an NDIS activity. A person cannot appeal this decision unless there is a mistake in identity.
- a person with a charge, conviction or finding of guilt for a Class B offence (eg child neglect, drug, fraud and theft offences) will be risk assessed.
- continuous monitoring by Access Canberra of all Working with Vulnerable People (WWVP) registration holders to ensure that they remain suitable to keep a registration.
- registration holders found to have engaged in certain behaviour that poses an unacceptable risk to vulnerable people may have their registration restricted or cancelled.
- WWVP registrations are for terms up to five years (previously three years).

While the ACT is in lockdown, Access Canberra will only process applications for a WWVP registration for essential workers. Non-essential

worker applications will be processed when services resume or as resources allow.

The current COVID pandemic has also impacted on persons being able to renew their WWVP registration in the ACT. Access Canberra have advised that WWVP registrations due to expire between 16 March 2020 to 20 August 2021 have

been extended by 12 months. Letters have been issued to affected registration holders confirming the new expiry date.

Russell Schokman JP  
Policy Advisor

# Social justice

Achieving social justice, whatever the cause, is always a collective effort.

IEU Organisers Pat Devery, David Towson and Ann-Maree McEwan represent the IEU on the Palm Sunday Committee which organised the Palm Sunday Refugee and Peace Rally on 28 March.

It was a real event with grass, sunburn, banners, students, a vibrant crowd, refugees and their supporters, IEU members and friends. A huge honour this year was having IEU Secretary Mark Northam as a speaker at the rally.

## May Day 2021

IEU Organisers Marilyn Jervis and Pat Devery were on the 2021 May Day Organising Committee. The march was held in Parramatta on 1 May with a march, stalls and rides. The location was chosen to support CFMMEU Green Bans against demolition of historic Willow Grove. IEU Organiser Charles Wheeler features in the MUA Film Unit film about the day. Check it out on Sydney May Day's Facebook page.

Charles: "I've got my two kids around up in the air on a ride because I want them to see that there is power in the people and that from the ground, we can make a difference!"

The IEU Executive, led by President Chris Wilkinson, endorsed worthy projects on behalf of IEU members. This year, the Executive endorsed donations to the people of Myanmar, the Palm Sunday Refugee and Peace March, May Day, and \$500 towards Edmund Rice Centre's (ERC) study into refugees' employment experience Refugee Employment Experience: Struggles, Strategies and Solutions.

You can access the report and ERC's media release about the report launch from the ERC website by pasting or typing the following link:

[erc.org.au/refugee\\_employment\\_experience\\_struggles\\_strategies\\_and\\_solutions\\_280721](http://erc.org.au/refugee_employment_experience_struggles_strategies_and_solutions_280721)

The collective of IEU staff and members value social justice, promote social justice items on Facebook, and IEU publications, attend webinars, make donations through APHEDA, lead the union into another level, bring issues to Executive and Council agendas, sign petitions, attend rallies, speak at rallies, hold banners and hand around coin buckets. The IEU's new digital journalist and social media campaigner, Katie Camarena, has come to the union from APHEDA and has a strong background in social justice issues.

The rights of gender diverse students have been in focus this year. The IEU contributed to a group from the NSW Teachers Federation and others in developing GSA (Gender and Sexuality Alliance) resources to support gender diverse students in practical ways at school. The resources were completed and ready to be launched; and then postponed. This coincided with One Nation's Mark Latham's private members' Bill – the disgraceful *Parental Rights Bill 2020*. The IEU wrote a submission and Mark Northam appeared at the NSW Parliamentary Committee's panel to condemn the Bill as unworkable for schools and unsafe for gay and transgender students. Despite uncertainties about when the GSA resources will be available to members and the passage of the Bill, we are confident that the collective voices against the Parental Rights Bill and in support of children and young people will prevail.

The IEU applauds the growing number of non-government schools who are acknowledging their gay and gender diverse students.

Ann-Maree McEwan



From top: Unionists at International Women's Day in the Domain on 8 March 2021; a sign from the Palm Sunday Rally and March on 28 March 2021; and IEUA NSW/ACT Branch Secretary Mark Northam delivers the keynote address on Palm Sunday.

# Information technology

## Mission statement

- provide advanced and cost-effective technology solutions
- develop, enhance and manage the IEU's network
- provide high-speed, transparent and highly functional connectivity to all users
- maintain robust, stable and scalable phone and computer systems
- facilitate the collection, storage, security and integrity of electronic data
- provide hardware, software and user support
- provide diverse application and database support
- provide website research, design and support
- promote new uses of information technology to meet future requirements.

## Software

- OS 11.16.x is being deployed across all computers to support both 64-bit and M1 architectures
- IOS 14.0.x is currently being rolled out to supported devices.

## Membership development

The union is engaged in various projects, including:

- building and implementing membership dashboards (landing pages)
- investigating the use of bootstrap in our CMS system to allow it to be used as a backend web portal.
- current investigations are underway to make the payment gateway PCI DSS Compliant via the use of tokens

- SharePoint is being investigated and implemented within a test environment as a possible data storage repository
- website development – a specially formed committee is working to develop and implement a new union website.

## Hardware

- photocopiers, computers and mobile devices have continued to be upgraded as needed
- due to the lockdown, office hardware has continued to be adapted for WFH, via the implementation of Video Conferencing (MS Teams and Zoom), Remote Telephony (TIPT), Mobile (Liberate), VPN and other associated Remote Access technologies
- following Telstra's announcement to discontinue virtual shared servers from this November, we are currently building a replacement cloud-based environment to house the union's data.

## Network infrastructure

The following is currently being completed both intercity and regional branches:

- all TIPT routers, switches and handsets are currently being upgraded
- the speed of the current TID is currently being upgraded
- the MPLS network is currently being upgraded.

Lance Whiteley



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# NGS Super

## Investment performance

The 2020-2021 financial year was one fully influenced by the COVID global pandemic, yet despite this health disaster, financial markets performed fairly well, and investment returns for superannuation funds were the highest in recent years. For NGS members in the default My Super option, this translated to 17.34%. Domestic and International shares returned 26.17% and 28.94%.

The Trustee was however disappointed with the default result which fell behind several the mega funds, some of which topped 20% in returns. This “underperformance” was in part due to the timing of valuations for some assets where the increased worth was not reflected in the end of year figures and some mid-year portfolio adjustments which were slow to have the predicted positive impact.

The economy is characterised by unpredictability and uncertainty although stock markets remain strong. Some commentators believe this is due to higher than realistic expectations from a return to “normal” business and that a correction is inevitable. The year to date earning across the various NGS portfolios remain encouraging.

## Legislation and regulation

Recent changes to legislation and regulation are having ongoing impact on funds. The continuous alteration to the operating landscape absorbs a great deal of time and resources. The additional compliance regime adds to costs and are ultimately paid for by members.

The most significant legislative development is the *Your Future, Your Super (YFYS) Act* which introduces “stapling”, a process by which a worker is affixed to their first superannuation fund for life unless they elect at some stage to change. It also imposes an annual performance test on the My Super product of funds which will broaden across other options over time.

The performance test averages past investment returns (and fees) against a benchmark and provides a Pass/Fail result for funds. This was the first year for reporting the results of the test resulting in 13 funds failing. Among those who failed were the Australian Catholic Superannuation and Retirement Fund (ACS) and Christian Super. Failed funds are required to write to members in the My Super option to advise of the underperformance and suggest they move their retirement savings to another product.

It is extremely odd that the government which has for years forced superannuation to advise members that “past performance is no guarantee

of future performance” has introduced a test based entirely on past performance.

## Merger

After 18 months of merger discussions and due diligence, the NGS Board determined to discontinue the proposed merger with Australian Catholic Superannuation Retirement Fund (ACS) on 24 August.

A press release issued after the ACS Board meeting on Wednesday 25 August indicated that the merger cancellation was due to the changed economic and regulatory conditions since merger discussions began (early 2020) and that the NGS Board no longer considered the merger in the best financial interests of its members.

The future of funds the size of NGS (\$12b) remains uncertain as the regulator (APRA) has indicated that \$30b is a minimum size for long term viability and competitiveness. Further the regulator discourages mergers between small funds and prefers mergers with “larger, better performing partners”. A merger or mergers somewhere seems inevitable.

Once more it seems odd that government policy is to create only a few mega funds where investment capital would be concentrated while at the same time expressing concern that, in particular, Industry Funds might engage in active ownership of equities and try to influence outcomes at shareholders meetings.

## Governance

As a result of past mergers, NGS has had 14 Directors which APRA considers too many and has applied significant pressure for a reduction in Board size. Two Directors (IEUA SA and AIS NSW) who had reached the end of their tenure on 30 June were not replaced reducing the Board to 12. APRA continues to apply pressure for NGS to appoint an independent chair. In this sense, independent means a person who is not a member of the fund and has had no relationship with the shareholders for at least three years.

## International rankings

Australia has failed to crack the top five for retirement wellbeing outcomes once again, according to the Natixis Global Retirement Index. Australia maintained its ranking of seventh place in the latest index for the second consecutive year. Iceland ranked first for the third consecutive year while the top six country rankings remained unchanged since 2020 – Switzerland, Norway, Ireland, The Netherlands and New Zealand.

It ranks countries based on four factors that drive retirement security: the material means to live comfortably in retirement; access to quality financial services to help preserve savings value and maximise income; access to quality health services; and a clean and safe environment. Where

Australia did poorly was in the material wellbeing area - the means to live comfortably in retirement - ranking 23rd out of the 44 countries.

John Quessy  
IEU/NGS Director



# ACT

## Overview

The ACT office continues to provide a high level of service to members in the Monaro, Riverina, South East and Central West Sub Branches, resolving issues including reportable conduct, disputes, underpayment of salary, flexible work requests, performance issues, and unsafe work practices.

Organisers Lyn Caton, Jackie Groom, Berna Simpson and more recently Anthony Telford have met regularly with members particularly in independent schools in NSW and the ACT, ACT congregational schools during negotiations for new multi-enterprise agreements.

Our members have great faith in the work of the union and appreciate the support offered and the concern for the safety of all who work in schools especially in the current Covid pandemic.

Officers have attended Chapter meetings in all ACT and NSW independent schools during 2020-2021.

COVID has increased workloads in schools and impacted on the health and wellbeing of staff. The workloads, unrealistic expectations, data collection, NCCD and students with challenging behaviours continue to be issues of concern for our members.

## IEU representation

The IEU represents members on a broad range of committees that affect their working lives:

- IEUA NSW/ACT Education Issues Committee
- Unions ACT Executive and Council
- IEUA/CEO NSW/ACT Consultative Committee
- Unions ACT Women are Union Women
- ACT Teacher Quality Institute Board
- Safe Schools Roundtable Committee
- IEUA NSW/ACT Aboriginal and Torres Strait
- Islander Advisory Committee
- ACT Curriculum Advisory Group
- TQI Teacher Professional Registration Committee
- TQI Standards and Professional Practices Committee
- TQI Professional Learning and Development Committee
- TQI Initial Teacher Education Committee
- IEUA NSW/ACT Environment Committee
- Bathurst WGE Committee
- Wagga Wagga WGE Committee.

Through Unions ACT, the ACT office engages in the broader industrial and social agenda. This has included consultation and development of a survey and report around gender violence in the ACT and the proposed introduction of the controversial Gender Diversity Bill, support of Anna Stewart internships and other 'We Are Women' programs.

Officers attended rallies for the Student Climate Change and March4Justice Campaign.

## Initial Teacher Education

IEU Organisers are invited each year to address students in their final years at the Australian Catholic University. The address stresses the importance and advantage of union membership. The event occurs prior to and during extended periods of practicum and serves to be an excellent tool for recruitment.

## Training

In conjunction with sub branch meetings, IEU Reps training days were conducted in the ACT and regional NSW in Dubbo and Griffith. These training days had the support of CSO Directors in Bathurst and Wagga Wagga Dioceses and the Canberra and Goulburn Archdiocese, as well as principals of several independent schools.

## ECS

Officers continue to work with ACT and regional preschools and long day care centres to develop enterprise agreements based on IEU model agreements. New early childhood agreements have been finalised for West Albury Preschool, Springdale Heights Preschool Lavington, Mulwala Preschool and Griffith East Preschool.

## Environment Conference

The Food: Different by Design Sustainability event to be held at Merici College Canberra has been postponed until Term 2 2022.

## ACT Catholic independent schools

The *Teachers (Daramalan College, Marist College and St Edmund's College, Canberra) MEA 2021-2023* is in the final stages of negotiations. Salary increases of 2.75% from 1 October each year have been proposed as well as access to domestic violence leave and paid emergency and natural disaster Leave. It is anticipated voting will occur early in Term 4.

## ACT Christian Schools Support Staff EA

Negotiations have almost concluded for a new multi-enterprise agreement, the *ACT Christian Schools General Staff Multi-Enterprise Agreement 2021* to apply to non-teaching staff in the three ACT Christian schools. Agreement has been reached on pay rises of 3% from July 2021, 2.5% from July 2022 and 2.25% from July 2023 (a total of 7.75% over three years), with higher pay rises

applying to preschool staff (a total of 9%) and school operational services staff (a total of 15.5%). Outstanding issues relate to the requirement to perform playground duty and attendance at school camps and are close to resolution.

#### **The Islamic School of Canberra**

The union has continued to meet regularly with members to challenge the substantive diminution of entitlements because of the termination by the Fair Work Commission in December 2020 of the 2013 enterprise agreement with effect from 31 December 2020. A lack of cooperation from the school in the bargaining for a new enterprise agreement led to the union to seek support from the Fair Work Commission on several matters, resulting in a series of hearings to ensure bargaining for the new agreement continued. As a result of the ongoing challenges, several members' positions were made redundant at the end of 2020, and this in turn has caused members to step away from pursuing an agreement at this time. This information was presented by the employer to the Fair Work Commission during a Fair Work conference in July 2021 and following consultation with members, the union agreed to discontinue the proceedings before the Commission.

#### **Galilee School**

Negotiations have continued following the receipt of notification on 3 March 2020 from the Fair Work Commission granting the application for a single enterprise agreement covering employees of the school. Negotiations have been hampered by COVID and the restructuring of the employer's Human Resources Department in late 2020. In May 2021, the employer informed the IEU of its intention to step away from bargaining for a new enterprise agreement against the ruling of the Fair Work Commission and the NERR. The union continues to challenge this position.

#### **Trinity Anglican College Thurgoona**

On 20 May 2021, the Anglican Schools Commission WA (ASC) informed the IEU and staff of their intention to withdraw from the bargaining being conducted by the AIS for new multi-enterprise agreements to replace the *Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2017* and the *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2017*.

Instead, the ASC proposed to negotiate a new single enterprise agreement to cover its support and operational staff and teachers at Trinity Anglican College. There was an initial bargaining meeting on 30 June 2021. At that time, unlike most other independent schools in NSW, Trinity had not paid a pay rise to staff for 2021. Following some skirmishing, in late July, the ASC agreed to backpay an increase of 1.5% to January 2021. A further meeting was held in September with additional bargaining meetings scheduled in coming months.

#### **Catholic Education Office, Archdiocese of Canberra and Goulburn, Enterprise Agreement 2020**

Negotiations began in July 2020 for a new enterprise agreement following the expiration of the previous agreement on 30 June 2020. The *Catholic Education Office, Archdiocese of Canberra and Goulburn, Enterprise Agreement 2020* was agreed after a protracted period of negotiations and was endorsed by employees in June 2021 with 65% of employees voting in favour. The new agreement was approved by the Fair Work Commission in July 2021 and contains the following improvements:

- salaries – 3.0% back dated to 1 January 2021; 2.2% from 1 January 2022
- temporary contracts may be offered to employees for up to five years (rather than a maximum of three)
- increase in travel allowances to current ATO rates
- recall to work provisions now contemplate a recall to other locations – not just the employer's premises
- examination/study leave has been expanded; up to 10 days per year of paid family and domestic violence is provided and up to five days per year of additional paid emergency disaster leave is available
- access to arbitration.

#### **Other enterprise agreements**

Negotiations are underway for the following enterprise agreements:

- CatholicCare Canberra & Goulburn Enterprise Agreement
- Corowa Preschool
- Howlong Preschool
- Kapooka Preschool.

# Newcastle

The Newcastle office serves members and Chapters in the Ku-ring-gai, Central Coast (Wahroonga to Lake Munmorah) and Hunter Valley Sub Branches (Lake Macquarie to Taree and west to Merriwa), supporting over 3500 members. The Newcastle office is staffed by Organisers Therese Fitzgibbon, Jim Hall, Carlo Rendina and Office Assistant Veronica Lang.

In February, the Central Coast, Hunter Valley and Ku-ring-gai Sub Branches held AGMs and elected their 2021 executive team:

**Hunter Valley** Vincent Cooper *President*  
Peter Criticos *Deputy President*  
Cormac O’Riordan *Secretary*

Hunter Valley Sub Branch Committee Members: Kelli Stocker, Peter Barnes, Julie Cooper, Hamish McKendry, Mark Wilson

**Central Coast** Luke Wilmott *President*  
John Heffernan *Deputy President*  
Ann Hall *Secretary*

The union congratulates these executive members, thanks them for the time and effort they give in serving union members. The Newcastle office recognises that these roles are essential to the effective operation of the union.

The Newcastle office continues to provide a high level of service, assistance and support to individual members in the areas of disputes, flexible work requests, reportable conduct matters and performance issues to name but a few. Organisers have assisted many early childhood centres negotiate above-award agreements that work towards wage parity, they have helped Chapters resolve many school-based issues and facilitated campaigns for members in independent schools and Christian schools.

Following last November’s Zoom meeting, all Hunter Valley Sub Branch meetings in 2021 have been face-to-face. Although Zoom meetings allow access for Reps from distant schools, all participants welcome the opportunity to meet and support each other in person. The Newcastle office will make every effort to ensure the Term 4 meeting is also in person. Unfortunately, many of the events that would have normally been run out of this office in 2021 have had to be cancelled.

The COVID pandemic and the “Essential Worker” classification of education has brought many challenges for both members and Organisers. The vague, ever-changing advice from governments

and employers on vulnerability, vaccines and returning to school has caused considerable concerns for many members who have turned to their union for support and guidance. The Newcastle office has worked tirelessly to keep up to date with this information and provided assistance and reassurance to IEU members.

Organisers have represented members interests at a variety of local groups and forums such a Refugee Action Network Newcastle, Industrial Relations Society, Gender Equity Committee and Newcastle Trades Hall Executive and Council. Newcastle Trades Hall delegates in 2021 were: Mark Wilson, Kelli Stocker, Peter Criticos, Kathleen Coulter, Steven Newman, Therese Fitzgibbon and Carlo Rendina, who in August was elected President of Newcastle Trades Hall Council. The union was heavily involved in this year’s May Day celebrations, with delegate Mark Wilson representing Essential Workers speaking at the march and Secretary Mark Northam delivering the toast to May Day at this year’s dinner.

## Reps training

On Friday 12 March, over 30 school Reps from Catholic systemic, independent and Seventh Day Adventist schools attended Hunter Valley Sub Branch training at Wests New Lambton. Secretary Mark Northam outlined the current focus of the union with special reference to NESA requirements, political issues and workload concerns.

There was a wide variety of Reps in attendance, new and experienced, young and old, primary and secondary, teachers and support staff, sole Reps and committee members. With succession plans in mind, some Chapters sent two members.

On Friday 11 June, Central Coast Sub Branch Reps attended training at Gosford Golf Club. Deputy Secretary Carol Matthews spoke about current issues, IEU plans and focus.

At both events, IEU Training Officer Marilyn Jervis presented ideas and strategies that Chapters could use to progress their cause. The sub branch recognises the energy and time needed by Reps to prepare for a day away from work and would like to thank all those who made the effort to attend.



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# Lismore

The Lismore office is responsible for members in schools in the North Coast Sub Branch (Tweed Heads to Maclean) and the Mid North Coast Sub Branch (Grafton to Laurieton).

Lismore Organisers Steve Bergan and Richard Ryan, Industrial Officer Carolyn Moore and Office Administrator Cassie Barnes have continued their work on behalf of members in both the North Coast and Mid North Coast Sub Branches during 2021 from the new Molesworth Street premises. Indeed, it has been another trying year for our staff and members due to the continuing COVID-19 pandemic.

In February, the North Coast and Mid North Coast Sub Branches held their Annual General Meetings at Lismore and Nambucca Heads respectively.

North Coast Sub Branch President Kath Egan (St Francis Xavier Primary School Ballina) was re-elected as the North Coast Sub Branch President for 2021, together with Michael Namrell (St Mary's Catholic College Casino) as Deputy President. Roxanne Kent (Emmanuel Anglican College Ballina) was elected Secretary of the North Coast Sub Branch Committee for 2021.

The Mid North Coast Annual General Meeting held at Nambucca Heads saw long-standing President Suzanne Penson (Mackillop College Port Macquarie) re-elected unopposed. Also re-elected were Corinne Henry-Schlenrich (Clarence Valley Anglican School Grafton) as Deputy President and Mary Murtagh (St Paul's College Kempsey) as Secretary of the Mid North Coast Sub Branch Committee.

IEUA NSW/ACT Branch Secretary Mark Northam attended the Term 2 meetings of both the North Coast and Mid North Coast Sub Branch. Having the Secretary attend these meetings provided Reps and members present a broader insight into industrial, professional and educational issues affecting non-government schools in NSW. At the Mid North Coast Sub Branch meeting, a special presentation was made to acknowledge long-time member, Rep and sub branch delegate John Cullen from John Paul College Coffs Harbour on his retirement.

Term 1 also saw the official opening of the Lismore office of the IEUA NSW/ACT Branch. The office has been operating since January 2020 but due to the ongoing COVID-19 concerns, lockdowns and social distancing requirements throughout 2020, the official opening had to be postponed.

Secretary Mark Northam, Deputy Secretary Carol Matthews and President Chris Wilkinson

were in attendance to lead the official opening. We were joined by the Secretary of Unions NSW, Mark Morey, the North Coast and Mid North Coast Sub Branch Presidents, a number of other local union representatives, together with representatives from the Lismore Catholic Schools Office. The opening was enjoyed by all.

An IEU Reps training day for North Coast Reps was held in Term 2 at Lennox Head and we thank Marilyn Jervis from the union's Sydney office for running this valuable training.

Due to ongoing COVID restrictions, North Coast and Mid North Coast Sub Branches combined for a Zoom sub branch meeting for Term 3. At the time of writing, the lockdown situation across NSW will see a combined online meeting held in Term 4.

This year has been a difficult and frustrating year for our members across all sectors. It has kept Lismore Officers extremely busy as we continued to protect the jobs and rights of members working in the North Coast and Mid North Coast Sub Branches. Our work has been undertaken at times in the workplace, from the Lismore IEU office or during lockdown working from home.

Whilst we were supporting members throughout the confusion of the pandemic, we continued to push ahead with negotiations around enterprise agreements which included:

- Catholic Systemic Schools Enterprise Agreement
- Catholic Independent Schools MEA
- Early Childhood Agreements
- AIS Multi-Enterprise Agreements.

Throughout the COVID crisis, Lismore Officers and staff from Lismore Diocese Catholic Schools Office Human Resources team have maintained contact, communicating via technology to address a variety of everchanging issues brought about during this challenging time for our members.

AIS schools across both the North and Mid North Coast have also kept Organisers busy in addressing individual member issues and school-related matters. Multi-enterprise agreement negotiations, especially in the area of staff salaries has been difficult.

Organisers have had to assist school Chapters become engaged and active to negotiate 2021 salary increases. This has required organising school by school to reach a pay increase result with the majority of AIS schools in our region not offering any pay increase over 2% for the year.

We believe the new AIS MEA will be settled by the end of the year.

Many of our members have been participating



***Clockwise from top left: the Lismore Office; at the opening on Thursday 25 March 2021, featuring IEUA NSW/ACT Branch Secretary Mark Northam; Unions NSW Secretary Mark Morey; and IEUA NSW/ACT Branch President Chris Wilkinson.***

in and enjoying the PD opportunities that the IEU PD team regularly offers online. For members at all stages of their careers, the IEU member free PD is a great way to stay in touch as well as fulfilling NESA accreditation requirements.

The IEU Environment Committee reluctantly postponed the three environment events that were due to take place in ACT, Byron Bay and Sydney. Much planning had gone into developing these Sustainable Food Events which will now take place in Term 2 2022.

Particular acknowledgement and thanks are extended to Cassie Barnes, who has undertaken the mammoth task of handling the union's incoming phone calls during the extended lockdowns in Greater Sydney and NSW. She has managed to keep the union functioning at the

highest level during these unprecedented times, taking and re-directing hundreds of calls daily from distraught and often highly agitated members.

Finally, the union wishes to thank the North Coast and Mid North Coast Sub Branch executives and committees for their continued activism and support of all IEU members within their respective sub branches. To all past and present IEU school Chapter Reps, we acknowledge and thank you for your support and contributions on behalf of members in your schools, along with your activism towards broader union issues this year. With your ongoing commitment and support, we are positive that the union will continue to meet and resolve those matters that arise in your schools on the North and Mid North Coast regions.

# Teacher exchange

As reported in the 2020 report to the AGM, the popular international teacher exchange program has been suspended for 2021 and 2022 due to the global reach of the COVID-19 pandemic and its impact on global travel, accommodation, schools and communities.

In cooperation with the overseas exchange partners, proposed matches for 2021 (the IEU had two partially confirmed) were advised that their matches were cancelled and that their applications could remain open from 2022 and could note that their preference was to be matched with the same teacher that they were partially confirmed to exchange with in 2021 prior to COVID, although there was no guarantee in regard to counterpart availability or confirmation. All other applicants who applied for 2021 were advised of the suspension of the program until further notice.

The union was in constant contact with exchange teachers who were overseas throughout 2020, keeping abreast of changes affecting their daily lives. Exchange coordinators and employing authorities sought the best way for teachers and their families to return home safely, consulting with government departments and agencies.

COVID affected all 2020 exchangees' lives and the international exchange coordinators recognised the additional stress that the exchange teachers had been put under due to the pandemic. It was great to see many of the IEU exchangees supply photos and articles documenting their experiences, so very different than previous exchange teachers. They made the most of very difficult times; whilst the global pandemic had an effect on their overseas exchange experience, they refused to see it as negative one; all quoting 'wonderful experiences and the making of many beautiful friends which would be treasured for a lifetime'. The experiences were a testament to their flexibility and resiliency as teachers, and also the ability as humans to appreciate the small things.

Once the announcement was made by the NSW Government that it would begin to charge returning international travellers for their hotel quarantine from 18 July 2020, all exchange teachers were advised to book return flights before this date, hence being exempt from quarantine fees. This decision to introduce mandatory hotel quarantine for returning overseas travellers had been instrumental in reducing the spread of COVID in NSW and across Australia.

Some exchange teachers negotiated an earlier return date which was mutually agreed to by both exchange partners and employing authorities;

employers were understanding and granted paid pandemic leave; and especially for the last two remaining IEU exchange teachers who returned on 4 February 2021 and completed their two weeks of quarantine, so missing the first two weeks of the school year. The IEU was very grateful to the employers and in particular the Lismore CSO and the Wollongong CEO (the principal of a returning exchange teacher to his school prepped the room himself for his teacher as she only completed her quarantine the day before her return to school).

As there was no welcome reception for incoming exchange teachers and a debriefing for returning exchangees, the IEU and the DET held separate Zoom debriefings which were appreciated by all participating 2020 exchange teachers. A welcome home picnic hosted by the NSW Exchange Teachers League (ETL) was held for all exchange teachers and their families in Sydney in late March.

The ETL still held its monthly meetings (normally held at the IEU office) on Zoom. The ETL AGM will be held on Saturday 13 November, at which the IEU will be formally acknowledged.

The ETL is delighted to welcome the Secretary of the NSW Department of Education, Georgina Harrison, as its new patron. In her letter of acceptance, Ms Harrison acknowledged the important work of the ETL and congratulated it on its many years of service to exchange teachers. Noting that international travel is limited, the Department would inform of any options that are being considered to support teachers in gaining valuable exposure to international practice.

Early this year, all exchange authorities were invited to take part on a pilot e-exchange program with the Alberta Teachers Association to provide an opportunity for teachers to take part in a short-term, one-on-one virtual exchange with an overseas educator with similar education interests or in a similar education context. The e-xchange program offers a unique opportunity for professional development, offering collaboration to compare and contrast various aspects of education between systems, as well to share learnings with colleagues and wider networks. The program commenced in May 2021 and ran for six weeks. It was taken up by the NSW Department of Education with teachers partnering with educators from Alberta Canada. From all reports, it was a successful pilot and will commence again in Term 4. Other Australian exchange authorities may also now consider taking part in the program.

Helen Gregory



# 2011 ANNUAL REPORT



# Member benefits

Another year of 'no conferences' to see and thank our member benefits partners due to COVID, but that did not stop them from looking after our members.

## Teachers Health

While the COVID pandemic dominated the 2021 financial year, Teachers Health was pleased to report that the fund remained strongly positioned to respond to the immediate and long-term challenges ahead.

With its guiding purpose, enduring commitment to members and a focus on resilience and sustainability, Teachers Health continued to deliver excellent value and service to its members, who are at the HEART of everything they do.

**A focus on growth:** Its member base continued to grow despite the economic adversity resulting from COVID. Teachers Health continued to welcome new members during the financial year, growing at a steady rate of 3.4% compared to an industry-wide average of 3.1%.

As at 30 June 2021, Teachers Health had 171,626 policyholders with 361,966 lives covered, reconfirming its position as Australia's largest industry-based health fund. Existing members continued to stay with the fund in overwhelming numbers, at an industry-leading retention rate of 96.3%.

As a not-for-profit health fund, the health and wellbeing of members always has and always will be its priority, as well as ensuring that the fund continues to provide value-for-money health insurance.

Throughout the financial year, Teachers Health paid over \$485 million in benefits for the hospital and medical care of its members, and over \$181 million in benefits for ancillary claims.

In response to the changing nature of the COVID pandemic, Teachers Health extended a range of support measures for members including access to a range of telehealth services and financial hardship provisions until at least the end of 2021.

While the COVID situation is ever-evolving, one thing is certain – Teachers Health is committed to passing on any savings that do materialise back to members.

**Together we're better:** Teachers Health is proud to work in partnership with IEUA NSW/ACT Branch. Working together, they continue to support members, the education community, and their families, who are all at the heart of what they do.

The fund thanks all IEU members, for their continued support of Teachers Health. They look forward to continuing to build on its great story in the year ahead.

## Teachers Mutual Bank

TMB and the IEU once again signed a Memorandum of Understanding (2021-2022) to work together to co-promote and celebrate the launch of the partnership that both organisations have formed over the past years and to work together to innovate new technological and professional solutions for engagement that strengthens connection with members and maximises growth of membership both the IEU and TMB.

The IEU has this year agreed for TMB to create a survey and the IEU will distribute it to members to gain insight on how best TMB can tailor banking products and services, which help improve their financial wellbeing. The IEU reintroduced the new member survey in 2021 with more than 40% of new members taking part in the survey which is conducted at the end of each month. Teachers Mutual Bank have sponsored the survey and each month a participant is randomly selected to win \$100 gift card.

As determined by the needs of both TMB and the IEU, TMB will sponsor key union events on a case-by-case basis; these sponsored activities and events are reviewed annually.

TMB will provide financial services that support IEU members, including but not limited to casual teachers, beginning teachers, teachers nearing retirement and support staff.

TMB and the IEU will continue to meet every few months to provide an update to each organisation, to share insights and to plan resources. The bank is looking forward to attending and supporting various events in 2022 ie principal breakfast meetings, beginning teachers' days and IEU conferences.

The bank's ethical policies have contributed to the bank once again being recognised as one of the world's most ethical companies. Although, TMB has not sponsored the Environment Grants for 2020 and 2021, it has now agreed to revisit the next round of five Environment Grants.

## NGS Super

As reported in last year's report, the IEU and NGS entered into a Marketing Agreement in 2021 to continue its ongoing sponsorship relationship and to provide a business opportunity for the fund to inform and educate the IEU members on the

services, products and benefits of the fund.

NGS remains proud to be recognised by multiple independent rating agencies for its high level of customer service, insurance benefits and its commitment to social and environmental responsibility.

In 2020, NGS Super was awarded Chant West Best Fund: Insurance for the third consecutive year, acknowledging the hard work the fund puts into providing its members high quality affordable insurance. Chant West also gave the fund a rating of five apples, as a 'Highest Quality Fund'. This rating focuses on five main criteria: investments, member services, fees, insurance and organisational strengths.

The IEU promoted and recognised NGS as the sponsor of the union's PD events and Reps Training days which were held via Zoom this year and used the NGS logo on all flyers and digital presentations. As there were no conferences this year, NGS was not given the opportunity to have a NGS representative present, to speak to members and answer their questions.

There was not an opportunity due to COVID this year to attend appropriate IEU workplace events, to speak at a staff meeting, or to be part of a professional development day or a university open day, or to be available in a room for members to meet and discuss their superannuation. Both organisations are looking forward to revisiting these opportunities in 2022.

The fund's CEO was provided with the opportunity to address the Officers' Planning Day in February this year to address Organisers on the NGS merger and its future. NGS once again provided the union with co-branded IEU/NGS tote bags which were used for Reps training days and university open days (the few that were held this year).

NGS's Relationship Manager was available meet with members and IEU staff virtually and over the phone to discuss their superannuation needs and decisions. The union promoted relevant NGS webinars to IEU members and in particular its free financial planning and retirement seminars to help members plan for retirement and understand Centrelink benefits. NGS financial planners are available to meet with members to give them wealth-building advice, both inside and outside of super.

NGS continue to sponsor their NGS Scholarship Awards; six scholarships to the value of \$5000. The awards, now in their ninth year, recognise the staff of non-government schools who are actively working on their career development, while also contributing to their direct communities and the wider education sector. An IEUA NSW/ACT Branch member was one of the recipients from 2020's winners. This year's winners will be announced on 31 October 2021.

### **Union Shopper**

As reported in last year's Annual Report, the IEU did not renew its contract with Member Advantage

for 2021's digital membership card and its membership benefits program.

The IEU, after endorsement by the Executive, continued to partner with Union Shopper as a service provider to offer its members access to a wide range of benefits including lifestyle, leisure and financial offers. Union Shopper is 100% union-owned and with over 35 years' experience and their large membership base, ensures IEU members the best possible savings. Union Shopper information including the link to register and access all areas of the Union Shopper website, was included in this year's membership renewals and new members' welcome letters.

ACTU National Secretary Sally McManus has recently advised all unions that the ACTU is endorsing Union Shopper as their preferred member benefits program. The ACTU reported that Union Shopper has grown exponentially over the last few years and the brand has become synonymous within the union movement.

A major attraction of the service, as cited by the ACTU, is Union's Shopper's core values and objectives, with it remaining 100% union-owned and run solely to benefit members.

To celebrate the endorsement by the ACTU, Union Shopper will continue to make special offers for union members and understand that in these catastrophic times, with continued lockdowns throughout the country, members and their families are doing it tough. These special offers will be 'best in the market' offers supporting union families now, when needed the most. Union Shopper is proud to be working closely with the ACTU and continuing to support union members and their families.

### **Welfare Rights Centre**

The IEU is affiliated with the Welfare Rights Centre, a community legal centre specialising in Social Security law and its administration can provide assistance to members in the complex area of social security entitlements which include: unemployment benefits; family allowance; sickness assistance; disability support pension; parenting payments; and social security payments.

Welfare Rights Centre is there to assist and support members at a time when their need is greatest. The centre is also able to assist in appeals against Social Security and family assistance decisions where appropriate.

Welfare Rights Centre provides an annual report each year to the IEU. In this year's report, the centre offered to provide some training to IEU Organisers on how to spot a Centrelink issue. This training can be provided over Zoom and would take approximately one hour. This is a great opportunity to boost the centre's services to IEU members, and at no extra cost.

Welfare Rights Centre appreciates the IEU's ongoing support; this support is absolutely vital during these COVID times.

### **Workers Health Centre**

The IEU is also affiliated with the not-for-profit Workers Health Centre. Established in the early 1970s, the Workers Health Centre is Australia's oldest workers health and safety and return to work service. The centre is used by unions, employers including some of Australia's largest companies and organisations, government departments, local councils and community organisations. Its mission is to provide quality worker focused injury management and workplace rehabilitation services which results in workers returning to safe and durable employment. Its vision is to continually campaign for change for working people and to strive to be the leading provider of workplace rehabilitation, injury management, health, safety, welfare and education of workers and the community.

The Workers Health Centre has appreciated being present at all IEU conferences and Officers' Planning Days offering health checks to our members and staff and have proved to be popular. The centre has now reached a member benefit agreement with Amplifon, who conduct free hearing checks and advanced hearing assessment for union members and offer discounts on hearing aids.

Amplifon representatives have agreed to attend IEU conferences and events to compliment Workers Health Centre's health checks. Both organisations are looking forward to next year's events as due to COVID, all were cancelled this year.

Helen Gregory



# 2011 ANNUAL REPORT

# National and international

The following provides an outline of the issues and challenges which the IEUA has been actively addressing at the national level over the last 12 months.

## **Paid vaccination leave**

The IEU has joined with the ACTU in calling for special paid vaccination leave for all employees. Such paid leave would allow for the two injections necessary and would also provide employees with time to recover from any side effects of the vaccine if needed.

## **Quality Initial Teacher Review**

On 11 March 2021, the Hon Alan Tudge, Federal Minister for Education and Youth, announced a review of initial teacher education (ITE). Minister Tudge stated quality teaching was necessary in order to return Australia to the top tier of nations in relation to student PISA outcomes.

The IEU, in its submission, strongly rejected the need for the review while arguing that many recommendations in previous reports have been ignored, partly implemented, or still in the process of implementation. The IEU strongly believes that programs and/or policies which are aimed at attracting and retaining a high-quality teaching workforce must also acknowledge that there are significant issues around public perceptions of teaching. There needs to be a long-term commitment to recognise and reward the work of teachers and other education professionals. The IEU also supports the principles that there should be a range of high-quality pathways into initial teacher education (ITE) to ensure that disadvantage is not a barrier to entry, and that candidates reflecting the diversity of the community can enter the profession. The IEU believes mainstream ITE practicum and early career mentoring programs should be resourced and supported to the same extent as alternative pathway programs such as Teach for Australia.

## **Australian Government Automatic Mutual Recognition of Occupations Registrations**

The IEU provided feedback to the Australian Government's Automatic Mutual Recognition of Occupational Registrations Exposure Draft Legislation.

The IEU questioned the fundamental premise that the issue affects large numbers of teachers and that existing mutual recognition provisions are inadequate, or overly cumbersome. The IEU stated it would not support any process that would

diminish registration requirements or standards of the teaching profession including changes that could erode existing child protection provisions.

This legislation was passed by the Commonwealth Government in June 2021 and came into effect on 1 July 2021. It will now be up to individual state/territory education ministers to use exempting sections in the legislation that allow an occupation to be excluded from the operation of automatic deemed registration, so teacher registration authorities know who is teaching in their jurisdiction.

## **NAPLAN**

In July 2021, the IEUA Education Committee met with ACARA to receive a short report on 2021 NAPLAN. ACARA reported that online access was more successful than in previous years, with over 70% of students being able to complete the test online. While the NAPLAN 2021 summary information was made available in August, the national report will be made at the end of the year.

## **Australian Curriculum Review**

In July 2021, the IEUA Education Committee met with ACARA to receive a report on the consultation period for the Australian Curriculum Review which was held from 29 April to 8 July 2021.

At the meeting, ACARA reported that the review sought to improve the Australian Curriculum by refining, realigning, and decluttering the content so it would focus on the essential knowledge and skills students should learn and would be clearer for teachers on what they need to teach.

The IEU has raised for many years that, particularly in the primary years, the Australian Curriculum is overcrowded and agrees that many schools and teachers want a curriculum that in addition to being less crowded, provides flexibility and scope for greater depth of learning.

## **Australian Teacher Workforce Data**

In August 2021, the IEUA Education Committee met with AITSL to receive a report on the Australian Teacher Workforce Data (ATWD). The ATWD is a national initiative that aims to provide comprehensive, de-identified data on the teaching workforce - across all systems and sectors, from initial teacher education (ITE) through to end of teaching career. It provides insight on topics such as working hours, the prevalence of out-of-field teaching, and access to professional learning.

The National Initial Teacher Education Pipeline, Australian Teacher Workforce Data Report 1 (the

Pipeline Report) was the first of several ATWD reports to be published on an annual basis.

The second report, Teacher Workforce Characteristic Report was published in September 2021 and considered workforce characteristics of those within the registered teaching workforce of NSW, NT, SA and Victoria. This report identified characteristics such as employment status, working hours, contractual arrangements, and employment qualifications.

### **ELICOS and VET sector**

The ELICOS and VET sector is almost unrecognisable since the pandemic caused the closures of colleges. Countless IEU members employed in these sectors have lost their jobs, or their workplace has closed altogether, because of border closures.

In May 2021, the IEU made a submission to the Australian Government's Australia Strategy for International Education 2021-2030 Review and emphasised the devastating impact of COVID-19 on IEU members due to the reduction of international student numbers in Australia and outlined the short-term and long-term strategies needed to rebuild the sector.

### **Meeting with Federal Minister for Education and Youth**

In June 2021, IEUA NSW/ACT Branch members Gabrielle Connell and Amy Martin, supported by Organiser Lisa James and Assistant Federal Secretary Christine Cooper, met with the Federal Minister for Education and Youth, the Hon Alan Tudge, at Parliament House.

At the meeting, the IEU raised the extreme difficulties in staffing centres and the unmanageable workloads which were causing burnout. They challenged the Minister's focus on 'childcare' rather than 'early learning'. The IEU also outlined the importance of the Fair Work Commission's decision in the Early Childhood Equal Remuneration/Work Value case and the need for more secure and adequate funding.

While appreciation was expressed for the Minister's decision to extend Universal Access National Partnership Funding for four years, the IEU said there needed to be greater certainty of funding going forward.

### **Towards a National Workforce Strategy 2021-2030**

Since October 2020 and throughout 2021, the IEU has been extensively involved in consultations with ACECQA and other early childhood education sector stakeholders to develop a new National Workforce Strategy. The new National Workforce Strategy is a proposed 10-year plan which aims to ensure that Australia's children's education and care sector has a sustainable, high-quality workforce that meets the needs of children and their families, the requirements of the National Quality Framework (NQF) and promotes positive

education and developmental outcomes for future generations.

While there are many aspects of the new National Workforce Strategy that are important for the early childhood education sector's success, attracting and maintaining qualified and experienced early childhood education teachers and assistants is essential for the future of the profession and the sector and as such has been the central point of the IEU's advocacy.

### **Changes to Fair Work Legislation**

The IEU made submissions to the Senate Standing Committee on Education and Employment Enquiry about the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill* – the 'Omnibus' legislation. The IEU also contributed to the extensive lobbying campaign organised by the ACTU.

Ultimately only the provisions relating to casual employees became law. In summary, this has meant the insertion of a statutory definition of casual employee and a regimen for conversion of casual employees to permanent. As both measures cut across existing entitlements in awards, the legislation required the Fair Work Commission to review awards to ensure that their terms were varied to ensure consistency with the amended *Fair Work Act*. To date, the Commission has reviewed the Teachers Award which will retain its existing limitations on casual and fixed-term employment. The union participated in the review, briefing counsel.

### **Rules**

The Federal Executive has approved three separate series of rule changes. One series dealt with alterations suggested by the Australian Electoral Commission; one series was an update of the union's objects, recently submitted to the Commission for approval; and the final series related to the union's eligibility rule.

### **Uluru Statement from the Heart**

On 26 May 2017, exactly 50 years after the historic 1967 referendum which included Aboriginal people in the national census, the Uluru Statement from the Heart was released. The statement followed extensive consultation with Aboriginal and Torres Strait Islander peoples around Australia and was released by the First Nations National Constitutional Convention.

The Uluru Statement from the Heart calls for a voice in the national constitution for First Nations peoples and a 'Makarrata Commission' to facilitate agreement-making and truth-telling between Australian governments (and the people they represent) and Australia's First Nations peoples.

IEU members joined a large First Nations delegation to Parliament on 16-18 March 2021 in support of the statement.



*ACTU President Michele O'Neil with IEU Executive member Kylie Booth-Martinez during the Uluru Statement from the Heart delegation to Parliament House, Canberra, in March 2021.*

### **IEU joins with First Language Australia**

In February 2021, the IEUA Federal Executive endorsed a partnership with First Language Australia (FLA). Founded in 2013, the goal of FLA is to achieve a future where First Nations' language communities have full command of their languages. The organisation aims to communicate, advocate, and educate Australians and international audiences as to the importance of First Languages and the urgent need to maintain and revive these languages, many of which are endangered.

### **March4Justice**

On 15 March 2021, the IEU joined with tens of thousands to protest the sexual abuse and harassment of women. The protest rallies, known as March4Justice, formed from across 40 cities and towns in Australia. Protesters wore black and carried placards calling for politicians and law makers to act.

### **Building Our Leadership Development**

Building Our Leadership Development (BOLD) sessions provide an opportunity for IEU female members to speak with some amazing feminists and gain professional development on issues affecting women, and also provide an opportunity to network with other IEU BOLD women from across the country.

Sessions in 2021 were conducted largely via Zoom but included activities in NSW/ACT, Victoria/Tasmania, Queensland/Northern Territory and SA.

### **Council of Pacific Education (COPE)**

At the international level, the pandemic has meant the IEU had limited contact with our colleagues in the Pacific. COPE Executive and Women Network meetings have been held via Zoom, but this has proven to be far from successful due to the lack of internet access. On 16 August 2021, the IEU Federal Office met via Zoom with the COPE President and COPE Network Coordinator to plan a further meeting of the COPE Women's Network. We will continue to provide support as our Pacific colleagues struggle with the challenges of the pandemic and the impact of climate change.

### **COVID crisis in Fiji**

Fiji's spiralling COVID crisis reached a terrifying new milestone in August with the World Health Organisation reporting that the country's spread of infection was the highest number of infections per capita in the world. Although Fiji had early success with keeping the virus at bay by closing its borders, controlling the highly transmissible Delta variant has posed a major challenge to health authorities. With a population of about 900,000, Fiji is now recording as many as 300 new cases a day

as part of a wave of infections linked to the highly transmissible Delta strain.

IEU has been in contact with COPE Secretariat General and COPE President Neselinda Meta offering support and solidarity.

### **Myanmar**

The IEU, through the ACTU International Committee, has been working closely with APHEDA and the ITUC to provide solidarity and support to Myanmar.

Workers and trade unions are the frontline of the civil disobedience movement in Myanmar and to date, 33 trade unionists have been arrested. A further 16 unions and workers' organisations have been named as illegal and a further 6000 people have been arbitrarily detained.

Many protesters were in the health care system, which has collapsed amid a massive surge in COVID-19 infections. It had been reported that the military has suspended more than 150,000 of the 350,000 employees in the education sector, just days before schools were to open in May.

The ACTU International Committee has been working with a range of other organisations outside the union movement to try and coordinate

pressure on both the Federal Government and on various companies working in Myanmar, most notably Woodside.

IEU Branches continue to provide support to Myanmar through Education International and APHEDA. For more information: [stand-with-myanmars-workers.raisely.com](http://stand-with-myanmars-workers.raisely.com)

### **Afghanistan**

In the wake of increasing violence in Afghanistan, the IEU shares grave concerns with colleague education unions of Education International regarding the safety of educators and about equal access to education for all, especially for girls.

On 17 August 2021, Education International expressed its full support to its member organisation, the National Teachers Elected Council of Afghanistan (NTEC) and the Afghanistan Teacher Support Association (ATSA) and reiterated that schools are centres of learning, inspiration and growth and must never be targets of terrorism and violence.

Education International also reaffirms the right of girls to go to school and take full advantage of education opportunities.



# President's report

The year got off to a promising start. School returned and all was looking good for a successful and happy year. IEU staff returned to work.

## February

The Executive meeting was held in person. It was so good to see everyone in person and all were looking forward to an eventful year.

## March

Sub branch meetings were held face-to-face and Executive met again in person.

A virtual International Women's Day afternoon tea was once again a celebration of women and their achievements. Progress is slow and there is still a long road to travel, but collectively we can make changes.

March Council was held at the Aerial UTS Centre; a great venue but a terrible weekend with enormous amounts of rain throughout the state. However, the rain could not dampen the enthusiasm of the delegates who could attend.

The long-awaited official opening of the new Lismore office finally took place. This was a wonderful event and a chance to see the office, meeting rooms and facilities that will now be available to staff and members on the North Coast and Mid North Coast Sub Branches. Thank goodness it is out of the flood zone and will be a tremendous asset to the IEU and members. My thanks go to Carolyn, Steve, Richard and Cassie for all of their work and input into making this office such a welcoming place for all.

## April

The Easter break and school holidays were upon us. The Executive met via Zoom.

The Activists Conference was again held at the Fairmont in Leura with 20 members from most sectors of the membership in attendance. They were a great group of people who actively participated in all sessions. The speakers throughout the two days were well-received and raised issues that were of interest to all.

A huge thank you to Organiser Marilyn Jervis for her preparation and organisation of the event and also to Helen Gregory for all her behind-the-scenes organisation and keeping everyone happy. This conference has been a huge success with many participants becoming more involved at school, sub branch and Council level as well as a few have now become IEU Officers.



*IEUA NSW/ACT Branch President Chris Wilkinson*

## May

The Executive meeting and sub branch meetings were held face-to-face.

## June

Executive and Council met face-to-face, and on 26 June, the Greater Sydney Area went into a lockdown that was to last 106 days.

Teachers in these areas were given one day to prepare for home-based learning and preparation of lessons, paper packs and booklets for primary students. Teachers did their best to accommodate the students and school lessons went ahead. This was a tremendous ask of teachers and support staff but once again they rose to the occasion without complaints and just got on with the job.

Vaccinations were sought and COVID testing was now being done throughout the state.

## July

Executive and Officers' meetings were held via Zoom.

## August

The IEU's offices were closed and we entered the Zoom zone once again.

## September

HSC exams were the hot topic and how would these be administered was the big question. Several changes were made, and trial exams went ahead via Zoom which in itself was an interesting task, and all went smoothly. Year 11 preliminary exams were also held but very differently. Schools had the choice as to how these students would be examined. From all reports, these too went smoothly.

On Thursday 23 September, the NSW Government made a Public Health Order mandating vaccination of all school and early learning centre staff. All teachers and support staff in schools were given until 8 November to be double vaccinated.

There was light at the end of the tunnel for teachers, support staff and students to return to school on a staggered start so for most that was great news. The HSC had a final starting and finishing date which pleased teachers and students alike.

Amid all the doom and gloom this year, we did have some good news. We welcomed several new staff members, Charles Wheeler and David Whitcombe who commenced as new Officers and have fitted in really well to their new roles. They certainly hit the road running in such a topsy-turvy year. We also welcomed Anthony Telford into the Canberra office for one year as an Organiser as Lyn Caton moved into her federal role for the year.

Monica Crouch also moved into her role as Media and Communications Coordinator and Katie Camarena joined the IEU in the online journalist and social media role. Neal Bent joined the union as an Industrial Officer and again, has fitted in well with the industrial team. The union wishes them all the best in their new roles and looks forward to working with them.

I would like to express my appreciation and thanks to Mark Northam, Carol Matthews, Pam Smith and Liam Griffiths for their support and

guidance throughout the year. Also to the members of the Executive team for their support and assistance. We also welcomed two new Executive members, Kylie Booth-Martinez and Glenn Lowe. We look forward to your input and experience during our discussions and decisions.

To the Officers, thank you for your dedication to the members in what was another difficult and distressing year. To the administrative staff, where would we be without you? You keep the office running and are always there to assist. Thank you!

A special 'thank you' to Helen who works tirelessly to make sure everything goes smoothly. I really appreciate your support and friendship.

To you, the delegates to Council, thank you. Your commitment and assistance to members in your schools, attendance at Council meetings and sub branch meetings is greatly appreciated by all. You are the IEU in your schools. Sometimes it is a difficult job but in most cases very rewarding.

To our members who have been absolutely amazing throughout lockdowns – you have kept the students learning, engaged, educated and happy throughout these difficult times. You just get on with the job without complaining.

To our support staff who have been present in every lesson assisting the teachers and students, thank you. To those office staff, lab assistants, tech and kitchen assistants and last but not least our amazing ground staff who have worked tirelessly around the school doing all the jobs that need to be done and beautifying the grounds ready for the return of school – thank you!

I wish you all a great Term 4, back to face-to-face teaching and a very well-earned Christmas break. I hope we will be able to move out of our LGAs and travel to a lovely destination with family and friends and to celebrate Christmas with loved ones.

Like most of you I am looking forward to a haircut, I'll be first in line when the hairdressers open again.

Thank you for your support throughout 2021 and I look forward to working and seeing you all again in person next year.

Chris Wilkinson  
President

# 2022 MEETINGS

## TERM 1

NSW 28 January – 8 April

ACT 28 January – 8 April

Sub Branch AGMs: 14 February – 28 February

First Council 19 March (end Week 7)

## TERM 2

NSW 26 April – 1 July

ACT 26 April – 1 July

Sub Branch Meetings: 9 May – 27 May

Second Council 18 June (end Week 7)

## TERM 3

NSW 18 July – 23 September

ACT 18 July – 23 September

Sub Branch Meetings: 25 July – 12 August

Third Council 20 August (end Week 4)

## TERM 4

NSW 10 October – 20 December

ACT 10 October – 16 December

Sub Branch Meetings: 31 October – 18 November

Annual General Meeting: 22 October (end Week 2)

## 2023

Sub Branch AGMs: 13 February – 3 March 2023

First Council 2023: 18 March 2023





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