

2022

ANNUAL REPORT



IEU Independent
Education
Union of Australia
NSW/ACT Branch

Agenda

Annual General Meeting
Saturday 22 October 2022

- 1.0** **Opening of Meeting**
 - Formal Opening of Meeting
 - Acknowledgement of Country
 - Adoption of Agenda
- 2.0** Credentialling of Delegates and Apologies
- 3.0** Confirmation of Minutes of August 2022 Council
- 4.0** Business Arising from Minutes of August 2022 Council
- 5.0** Financial Statements and 2023 Budget
- 6.0** Annual Report
- 7.0** President's Report
- 8.0** Sub Branch Reports
- 9.0** Motions for Which Due Notice is Given
- 10.0** Guest Speaker - TBC
- 11.0** Committee Reports
 - 11.1** Professional Engagement
 - 11.2** Women and Equity
 - 11.3** ECS
 - 11.4** Environment
 - 11.5** Aboriginal and Torres Strait Islander Advisory Committee
- 12.0** General Business
 - 12.1** Catholic Systemic Schools Campaign
 - 12.2** Beginning Teachers Forum 2023
 - 12.3** Working with Children Check/Office of the Children's Guardian
 - 12.4** Recruitment and Retention
 - 12.5** Website Redevelopment
 - 12.6** Presentations to Retiring Executive Members
- 13.0** Council and AGM Dates for 2023
- 14.0** Questions Without Notice
- 15.0** Other Business

Blue Kungur - NORTHERN
 Elena Nongera *Chief Branning*
at Anand. VINCENT FORRESTER, Mia Forrestier, RENE DAVIDY DAVEY DAVIDY
 MURUSJULU MIA FORRESTIER RENE DAVIDY DAVIDY
 SEAN GORDON KENNEDY James ULURU
 Natsahankaji BUNYIN CHAN OSSIE CROSE YOUNI AMMAO MIA FORRESTIER BOBIE ARN P
 ziwadja KATHI MALERA-BANDJALAN KUNSI "SHIDNEY REGION" POSTOFFICE MALCOLM W
 Dugaman Samud Kaya Michael Hala Luylla RUSSELL JONES EZRA JACOBS-SMITH
 Linda Peters Sam Beach Fionn White - George Ochanyung CHAMBERS NYONGAR, WHADJ
 Dugaman-Kulaku WARRGANAFT. Anandi / Luylla / Kikiliyia ANTHONY SLADEY BALLARDONG, YUED
 NIGEL BROUKE TEONGI DROWN MURUMU (100%) / WIKI WARRI WALLY JARRI REBECCA BURKE
 CARRAKA/WILUW. Jonathan Jeffrey LARRY PULLIP DALI SHERBINE CARNE TSI - MURRAY SAMLOGLAANY, Cape York
 Roy Ah-See LATAKIA NATION CUM DABI TSI. MURRAY SAMLOGLAANY, Cape York
 Wisnadijuri
 Jackie Huggins Chris Mulford
 Beljara Ngurnawal
 Jo Lillinat RAYMOND HICCOX
 Kalka Wakka WAYNE WACATE
 SELINA SNAN WEST ARNHEM
 NEARTI/KITAJIYU (NURUAYU) (NLC) NATI, KUP
 JUNE OSCAR Valda Napurth
 BUNUBA Tennant Creek NT
 SUZANNE NADEN Warlpiri/Warrungu
 YUIN NATION Kaytetye/Alyawarr
 David Anandun DESDREX DALY
 Yamectji QLD CARAVAN W.A.
 Merv Riley R. Williams
 Joseph Schneider YUGAMBIL
 Merna Ruytheden PEZAY ANIBT
 Tapanal K.O.L. CHANDY
 Geoffrey Shannors
 Warlpiri/Warrungu
 Billy Nuyngup DANIEL SADES
 Malwanga BARDI JANZ
 NONI EARTHICK WHERIE SUBSADO
 WILLIAM MUMAL SHARDON DYES
 WILCANNIA - SHARP/SHANNON
 JANINE GERTZ Philomena Nobezy
 Guna Bodhim Kulkalong Tara Smit
 Ngadjen Samuel ANICA
 CEATE WOODS GUDA MULIKAL
 Camille Damaso Torres Slobit
 Lattakin, Yanyun, Karon Lea
 MALAK NCHATE Kalkidani/Windamb
 Tania McLeod WARDAY
 WARDAY
 Nyoongar
 LECORNE Thompson
 Mamu
 ROS LITTLE DEAN PERCIA
 Waramamb NT GUNDALOOKA BILLY J.
 YAMAJI-NYONGAL MICKIHA CARTWRIGHT Ngurnawal
 Helen Lee ARRERHIL/Kaytetye WURDJURI
 ANNETTE STEPHEN MAM ST. PHILIPS TSI. ALIEM, Hunt Anangji, Eldara
 KLIN. Kyeleen Brown
 Woin-Bundjuring
 Karel Williams - Patana Dale Sutherland - Midgibal-Bandjuring
 Uluru-ku Tjukurpa by Happy Reich CHARMAINE KULITJA
 Christine Brumby Rens Kulitja Tjama. So

ULURU STATEMENT

We, gathered at the 2017 National Co
all points of the southern sky, ma

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from time immemorial, and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return (hither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are aliened from their families at unprecedented rates. This

WARRENER Pat Scadin
 LAWSON WARRAMUNGA
 WILLIAMS Ivy ARAGU Tremilion
 GURINDJI Torres Strait
 MAGGIE walter
 POLAWA
 ELERINA TATARU
 YAKKA
 RICHARD D'VON
 GALANA ROBINSON RIVER N.L.C.
 KALIKULDAL
 KATJALGA
 NOLAN Hunter
 SARAI JUMU
 BERAMU
 TRISH RIGBY
 MITIKOODE, old
 DARK DOONS DONALD
 PAKHANA TAS
 YALANJI
 YALANJI
 JOHN CUNNINGHAM
 MIA CHRISTOPHERSEN
 NUREAN
 GEAR CARR K
 TJAPMARA
 MARRA SAR
 N.L.C. Chris Neade
 Victor WOODLEY - V.A
 ANNEKE BRON
 JEFFREY PETHER
 JEFFREY HILL
 JENNIFER SHUPPER
 JENNIFER GORDON
 NEGINAVAL
 CHRIS BOATTE

T FROM THE HEART

stitutional Convention, coming from
 ke this statement from the heart:

cannot be because we have no love for them. And our youth
 languish in detention in obscene numbers. They should be our
 hope for the future.

These dimensions of our crisis tell plainly the structural nature
 of our problem. This is the torment of our powerlessness.

We seek constitutional reforms to empower our people and
 take a rightful place in our own country. When we have power
 over our destiny our children will flourish. They will walk in
 two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined
 in the Constitution.

Makarrata is the culmination of our agenda: the coming together
 after a struggle. It captures our aspirations for a fair and truthful
 relationship with the people of Australia and a better future
 for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of
 agreement-making between governments and First Nations
 and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave
 base camp and start our trek across this vast country. We invite
 you to walk with us in a movement of the Australian people for
 a better future.

LESA MUMBIN
 NA JAWANA
 MANGUN MANGUN
 NITAMILUK
 MACMAE MORRIS
 TSI-LITHATI
 JUSTIN MAMMO
 COORANG COUNTRY
 PATOK WAJAK
 THUDGAKI
 BARBARA R SHAW
 TSI-MI NANCY CAMP
 K ORAL M
 A SALLABONG
 W BLOODWELL
 M RODNEY FIBBAS
 PALAWA TAS
 JAY KICKEET
 SHAWN BROWN
 PATRICIA LAURIE
 YAAGI/BUNDJALUNG
 NATION NORTHERN NSW
 CHRISTY CALIN
 SHANT HATTMAN
 MATTIEN BRIAN
 MANNINGBERT
 (KUNTE)
 GEOFF SCOT
 MEOJUK (LHND)
 ERICA SMITHS
 CHALL GOMBOI
 WALCETT
 LYNETTE DE SANTIS
 TINI ISLANDS
 DAMIAN WILSON
 BILLY AH CHOO KUMBERTY

AXLEY FUNAGA
 SHEHEY CALBE
 WILMON
 ROWENA BULLIO
 PRINCE JERONSON
 DALASSA
 YORKESTON
 MERIAM
 SAMUEL BUSH-BURNALI
 MAILAI - EAST ARNHEM
 TANYA HOECH TSI
 RAUL PEHINS
 ABERNETHY +
 BONGORRA KALKADLOON
 ROSELEE DURRE-KANTU
 GUUGU YIMIDHIRR
 MARUKU
 ARTS BY ARAGU
 MELISHA McVOR
 BANGGARRAHARRA
 TINA WILLIAMS
 WIDJAEUL-WIARA
 NATIONAL CENTRAL
 NGUYAMPAA
 ROSANNA DE SANTIS
 TINI ISLANDS
 WYOMIE ROBERTSON
 LARRAKIA
 VERONICA BIRD
 BUTCHULLA
 MATTIEN BRIAN
 MANNINGBERT
 (KUNTE)
 GEOFF SCOT
 MEOJUK (LHND)
 ERICA SMITHS
 CHALL GOMBOI
 WALCETT
 LYNETTE DE SANTIS
 TINI ISLANDS
 DAMIAN WILSON
 BILLY AH CHOO KUMBERTY

MINNIE WILSON
 YANGKUNGTJAJARA
 PITJANTJARA
 MARUKU
 ARTS BY ARAGU



IEUA NSW/ACT Branch

Draft budget 2023

	2021YE (31/12/2021)	2021YTD (30/9/2022)	2022 Budget (31/12/2022)	2023 Budget (31/12/2023)
Income				
Membership Fees Received (3%)	16,034,240	12,577,666	14,973,636	15,423,636
Other Income				
Advertising	91,282	42,538	91,364	91,818
Insurance Recoveries	-	(2,050)	-	-
Interest Received	42,577	21,228	36,200	189,700
Private Car Use Reimbursement	8,301	6,001	5,000	5,455
Profit on Disposal of Assets	40,161	198	-	-
Profit on Disposal of Land/Building	560,000	-	-	-
Publications/Subscriptions	106,583	104,945	105,909	106,364
Rental Income	132,030	48,204	82,909	104,638
Seminars & Conferences	(10)	3,247	23,636	23,636
Sitting Fees	81,237	37,833	37,500	38,182
Other	139,409	178,716	129,091	129,091
Sub-total	1,201,569	440,861	511,609	688,884
Total Income	17,235,809	13,018,527	15,485,245	16,112,520
Expenses				
Employee Costs				
Casual/Temporary Staff	21,551	36,664	30,000	42,000
Fringe Benefits Tax	45,216	5,647	50,000	50,000
Overtime	4,885	4,311	10,000	10,000
Payroll Tax	452,591	347,511	461,000	541,000
Annual Leave Expense	296,843	-	-	-
LSL Expense	(179,099)	-	-	-
Superannuation	1,113,624	891,258	1,156,000	1,200,000
Wages and Salaries	8,673,212	6,640,353	9,124,862	9,380,512
Sub-Total	10,428,823	7,925,743	10,831,862	11,223,512
Affiliations & Capitation Fees	845,388	680,186	891,818	891,818
Meetings & Conferences				
Sub-Branch	67,455	44,771	109,091	109,091
Council/AGM	63,614	179,312	176,364	176,364
Executive	69,356	80,593	145,455	145,455
General Meeting	12,167	18,186	50,000	50,000
Officer	95,394	98,308	272,727	272,727
Seminars/Conferences	27,494	12,984	91,818	91,818
Sub-Total	335,479	434,154	845,455	845,454

	2021YE (31/12/2021)	2021YTD (30/9/2022)	2022 Budget (31/12/2022)	2023 Budget (31/12/2023)
Printing and Publication Expenses				
Printing	50,752	30,843	84,000	50,000
Publications	425,592	323,031	427,818	427,818
Sub-Total	476,344	353,874	511,818	477,818
Legal Costs				
Barristers and Solicitors	99,493	35,901	186,364	186,364
Workers Compensation	-	-	4,545	4,545
Other	27,132	1,080	20,000	20,000
Sub-Total	126,625	36,981	210,909	210,909
Information Technology Expenses				
243,009	237,234	344,545	344,545	
Property Expenses				
338,477	280,824	428,414	452,964	
Insurance Expenses				
181,830	198,471	186,364	201,818	
Motor Vehicles Expenses				
125,658	141,594	123,636	173,718	
Union Training Expenses				
37,331	14,069	130,000	130,000	
Campaign Costs				
3,000	227,484	100,000	100,000	
PRD Commission Expenses				
99,737	-	109,091	109,091	
Leasing Office Equipment / Maintenance				
60,285	45,043	61,727	36,364	
Donations Expenses				
4,958	550	10,000	10,000	
Depreciation				
754,330	574,021	710,000	801,000	
Other Expenses				
Books, Periodicals & Subscriptions	17,122	15,466	20,909	20,909
Clerical Staff Expenses	2,578	2,022	3,000	3,000
Bad Debts Written Off	-	-	-	-
Staff Recruitment	295	330	909	909
Staff Training and Development	7,152	9,258	35,000	35,000
Branding	3,833	2,748	18,182	18,182
Consultancy Fees	-	-	10,000	-
Recruitment & Retention Initiatives	56,888	5,833	22,727	13,636
Research	2,984	-	20,000	20,000
Teacher Exchange/Member Benefits	14,203	14,136	20,000	20,000
Office Requisites	12,464	9,489	32,727	32,727
Postage & Couriers	22,156	19,029	108,455	51,818
Stationery	3,729	2,186	19,363	19,363
Telephone/Mobile	186,364	124,945	250,910	186,364
Grants	9,000	-	-	-
Audit and Accounting Fees	53,510	30,600	53,636	53,636
Adjustment/Other	1,191	-	1,817	1,818
Sub-Total	393,471	236,045	617,636	477,364
Finance Costs				
Finance Costs - Bank & CC Service Charges	71,497	58,863	63,635	63,636
Total Expenses	14,526,242	11,445,136	16,176,908	16,550,012
Surplus/(deficit)	2,709,567	1,573,392	(691,663)	(437,492)

	2021YE (31/12/2021)	2021YTD (30/9/2022)	2022 Budget (31/12/2022)	2023 Budget (31/12/2023)
Expenditure On Capital Items				
Building Improvements	4,000	21,675	272,727	454,545
Furniture & Fittings	9,947	381	36,364	181,818
Motor Vehicle	90,568	90,932	90,909	190,909
Other assets	125,537	85,706	77,273	86,364
	230,052	198,693	477,273	913,636
Total Expenses after Capital Expenditure	14,756,294	11,643,829	16,644,181	17,463,648
Net Result excluding GST (deficit)	2,479,514	1,374,698	(1,158,936)	(1,351,128)
Add back non-cash items				
Depreciation	754,330	574,021	710,000	801,000
Surplus/(deficit)	3,233,844	1,948,719	(448,936)	(550,128)

IEUA NSW/ACT Branch

Statement of profit and loss

Account Name	September 2022	YTD 2022	Budget	%
Income				
Membership - NPRD	247,210	4,740,788	5,690,000	83%
Membership - PRD	922,989	7,836,878	9,283,636	84%
	1,170,199	12,577,666	14,973,636	84%
Advertising	7,613	42,538	91,364	47%
Insurance Recoveries	(2,050)	(2,050)	0	n/a
Interest Received	3,822	21,228	36,200	59%
Private Car Use Reimbursement	0	6,001	5,000	120%
Profit on Disposal of Assets	0	198	0	
Publications/Subscriptions	34,948	104,945	105,909	99%
Rental Income	4,616	48,204	82,909	58%
Seminars & Conferences	1,682	3,247	23,636	14%
Sitting Fees	8,333	37,833	37,500	101%
Other	80,896	178,716	129,091	138%
	139,860	440,861	511,609	86%
Total income	1,310,059	13,018,527	15,485,245	84%

Account Name	September 2022	YTD 2022	Budget	%
Expenses				
Administration				
Audit & Accountancy Fees	0	30,600	53,636	57%
Finance Costs - Bank & CC Service Charges	4,673	58,863	63,636	92%
Books, Periodicals & Subscriptions	1,578	15,466	20,909	74%
Clerical Staff Expenses	440	2,022	3,000	67%
Consultancy Fees	0	0	10,000	0%
Depreciation	58,801	574,021	710,000	81%
Insurance	0	198,471	186,364	106%
IT/Technology Maint/Serv/Repairs	43,781	237,234	344,545	69%
Motor Vehicle	9,698	141,594	123,636	115%
PRD Commission	0	0	109,091	0%
Printing	2,540	30,843	84,000	37%
Staff Recruitment	165	330	909	36%
Staff Training & Development	63	9,258	35,000	26%
Other	0	0	1,818	0%
	121,740	1,298,703	1,746,544	74%
Meetings & Conferences				
Sub-Branch	8,693	44,771	109,091	41%
Council/AGM	64,161	179,312	176,364	102%
Executive	12,283	80,593	145,455	55%
General Meeting	4,484	18,186	50,000	36%
Officer	9,442	98,308	272,727	36%
Seminars/Conferences	3,315	12,984	91,818	14%
	102,379	434,154	845,455	51%
Legal				
Barristers & Solicitors	3,042	35,901	186,364	19%
Workers Compensation	0	0	4,545	0%
Other	78	1,080	20,000	5%
	3,119	36,981	210,909	18%
Services				
Affiliation & Capitation	13,838	680,186	891,818	76%
Branding	600	2,748	18,182	15%
Campaign Costs	8,105	227,484	100,000	227%
Donations	0	550	10,000	6%
Grants	0	0	0	0%
Publications	50,795	323,031	427,818	76%
Recruitment & Retention Initiatives	0	5,833	22,727	26%
Research	0	0	20,000	0%
Teacher Exchange & Member Benefit	0	14,136	20,000	71%
Union Training	575	14,069	130,000	11%
	73,913	1,268,038	1,640,545	77%
Employee Costs				
Casual Staff	1,880	36,664	30,000	122%
Fringe Benefits Tax	0	5,647	50,000	11%
Overtime	0	4,311	10,000	43%

Account Name	September 2022	YTD 2022	Budget	%
Payroll Tax	62,198	347,511	461,000	75%
Annual Leave Expense	0	0	0	0%
Long Service Leave Expense	0	0	0	0%
Superannuation	94,425	891,258	1,156,000	77%
Wages & Salaries	694,026	6,640,353	9,124,862	73%
	852,530	7,925,743	10,831,862	73%

Sydney Office

Building Operating Expenses				
- Cleaning	3,041	22,052	36,364	61%
- Plant Hire	127	1,219	1,818	67%
- Repairs & Maintenance	551	37,315	31,818	117%
- Rubbish Collection	80	870	4,545	19%
- Strata/Levy	6,581	23,602	22,727	104%
- Utilities	1,592	14,801	33,545	44%
- Other	0	0	4,545	0%
Leasing Office Equipment	2,433	21,928	34,091	64%
Office Requisites	1,091	7,350	18,182	40%
Postage & Couriers	1,708	12,917	90,909	14%
Rates & Taxes	0	18,898	20,000	94%
Rent (Wollongong Space)	0	3,182	3,636	88%
Stationery	37	1,036	13,636	8%
Telephone/Mobile	6,255	49,764	128,182	39%
	23,497	214,934	443,998	48%

Canberra Office

Building Operating Expenses				
- Cleaning	352	3,034	6,364	48%
- Plant Hire	(66)	1,429	1,818	79%
- Office Rent	0	6,338	0	
- Repairs & Maintenance	920	3,109	909	342%
- Rubbish Collection	5	231	545	42%
- Strata/Levy	(12,362)	10,897	19,091	57%
- Utilities	1,035	5,489	3,273	168%
Leasing Office Equipment	561	5,605	6,636	84%
Office Requisites	0	427	2,727	16%
Other (U9 & U10)	(14,128)	(14,128)	19,159	-74%
Postage & Couriers	126	915	5,455	17%
Rates/Taxes	19,364	20,632	8,000	258%
Stationery	0	68	1,182	6%
Telephone/Mobile	1,776	15,543	26,364	59%
	(2,418)	59,588	101,523	59%

Lismore Office

Building Operating Expenses				
- Cleaning	0	540	4,545	12%
- Repairs & Maintenance	0	404	909	44%
- Strata/Levy	0	6,619	10,000	66%
- Utilities	0	947	6,000	16%
Leasing Office Equipment	412	4,971	4,182	119%

Account Name	September 2022	Ytd 2022	Budget	%
Office Requisites	0	33	1,818	2%
Postage & Couriers	0	7	1,364	1%
Rates/Taxes	0	1,010	2,000	50%
Stationery	82	441	909	49%
Telephone/Mobile	2,483	22,046	30,909	71%
	2,977	37,018	62,636	59%
Newcastle Office				
Building Operating Expenses				
- Cleaning	1,553	11,773	19,091	62%
- Plant Hire	124	1,112	1,455	76%
- Repairs & Maintenance	248	887	2,000	44%
- Rubbish Collection	0	0	1,182	0%
- Strata/Levy	0	7,644	13,636	56%
- Utilities	0	3,539	15,000	24%
Leasing Office Equipment	417	3,753	5,000	75%
Office Requisites	208	303	1,818	17%
Postage & Couriers	0	126	1,636	8%
Rates/Taxes	0	4,281	4,200	102%
Stationery	59	108	909	12%
Telephone/Mobile	1,567	13,510	25,455	53%
	4,175	47,035	91,382	51%
Parramatta Office				
Building Operating Expenses				
- Cleaning	1,380	9,720	18,182	53%
- Plant Hire	47	453	2,182	21%
- Repairs & Maintenance	60	2,010	24,545	8%
- Rubbish Collection	222	444	545	81%
- Strata/Levy	0	48,479	58,182	83%
- Utilities	0	1,538	6,600	23%
Leasing Office Equipment	973	8,786	11,818	74%
Office Requisites	140	1,377	8,182	17%
Postage & Couriers	340	5,064	9,091	56%
Rates/Taxes	0	20,455	20,000	102%
Stationery	0	533	2,727	20%
Telephone/Mobile	2,812	24,083	40,000	60%
	5,974	122,941	202,054	61%
Total expenses	1,187,886	11,445,135	16,176,908	71%
Surplus/ (Deficit)	122,173	1,573,392	(691,663)	

OUTLINE & ANNEXURES

Introduction

List of Annexures

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President's report
2023 Meeting dates

Introduction



Since October 2021, the IEUA NSW/ACT Branch has been involved in a veritable storm. The storm started with COVID-19 and moved on to Catholic systemic teachers and support staff taking industrial action on three occasions. This is unusual to say the least, but necessary for those members to gain reasonable salary increases.

COVID-19

Returning to the classroom following a 106-day lockdown in NSW and 63 days in the ACT meant our members were grappling not only with COVID-19 but significant staff shortages. Schools faced multiple forms of hybrid learning. Teaching did not stop.

Extensive media coverage was a feature as the union demanded to be consulted on how COVID-19 could best be managed in the workplace.

On one level the requests (in terms of ensuring member wellbeing) appeared to be basic – an audit of ventilation, additional cleaning, mask-wearing and non-essential school visitors not welcomed. Basic but essential steps. Members rightly insisted on these arrangements.

The union adopted what some members considered a contentious view regarding COVID-19. We based our thinking on medical advice that the best protection for

all Australians was to be vaccinated. This view did not sit comfortably with all members and as we move forward, we will be seeking to reconnect with some members who left the union due to the vaccination process.

COVID-19 matters became more complex when the NSW Government decided workers compensation would no longer apply to workers who contracted COVID-19. Workers had to prove they contracted COVID-19 in the workplace. This was cumbersome and unreasonable. Numerous unions gathered outside NSW Parliament House on 23 November 2021 and Acting Secretary Carol Matthews spoke forcibly about the unacceptability of this change. The combined unions' views prevailed.

The new school year was challenging. Our members were seeking a safe return to school and the union again drew extensive media coverage as the COVID-19 wave surged in in early January. The union hit the ground running and was in contact with the directors of the 11 Catholic dioceses and the AIS, with a 12-point plan to keep schools as safe as possible, including adequate ventilation and no additions to already heavy workloads. Seeking the free provision of rapid antigen tests, better quality N95 masks, additional cleaning schedules and steps for managing staff absences and booster shots were priorities.

The union had a high level of contact with its members during this time and was focused on consultation, crucial to meeting members' needs in diverse workplaces.

Independent schools

In December 2021, over 250 independent schools voted on the multi-enterprise agreement, which covers both teachers and support staff. Only one school voted 'no' to the MEA. The pay rise over four years will be just over 8% for teachers. This was a substantial improvement on the 5% that was tabled by the Association of Independent Schools of NSW (AIS). Superannuation increases from July 2022 to the end of July 2024.

The union understands that members in some independent schools were disappointed with the pay rises on offer. This is particularly the case where the school is in a strong financial position, with enrolments growing.

The MEA provides a higher rate at the top of the scale for Hybrid schools of \$114,921 and Standards schools of \$117,009. This remains well above the pay scale for teachers in Catholic systemic and NSW government schools of just under \$108,000. In particular, the *Independent Schools Multi-Enterprise Agreement* provided for progression on the next pay band once Proficient status has been achieved.

Importantly, the MEA now embraces emergency disaster leave. Flexible working arrangements in the MEA have also been improved, so there is now a requirement schools consider options available to accommodate the employee's circumstances.

Bargaining begins for NSW/ACT Catholic systemic schools

The enterprise agreement for employees in Catholic systemic schools in NSW and the ACT expired on 31 December 2021.

Negotiations are still underway. The union was seeking a 10% to 15% pay increase over two years for all members, in line with a claim developed by the NSW Teachers Federation. The employers' offer of 2.04% was not agreed to by the union.

An important part of the claim for Catholic systemic schools are improvements to parental leave conditions, including the addition of 12 weeks paid parental leave for the partner of the primary carer to be taken in the 12 months following the birth, provided the mother is not taking parental leave at the same time.

It was a small step forward for the union when the Catholic systemic employers agreed to meet with the union in early February 2022 to commence negotiations. The union went through its claim in detail with the employers, and the support staff claim in particular, with its low rate of accrual for long service leave after 10 years, a lesser rate than that of teachers.

Also in February, the union decided to undertake a significant survey of our membership about staff shortages. Using the feedback gained, the union was better able to discuss with employers a way forward in the current teacher shortages crisis. At the 2022 March Council meeting, Council adopted the 'Hear Our Voice'

campaign, which has taken on enormous significance for the union across NSW and the ACT. The campaign centred on a fair deal for teachers and support staff, and this involved getting significant media attention and moving towards protected industrial action. The union has some 20,000 members in 600 Catholic schools in NSW and the ACT. The important elements of the campaign, which have remained unchanged, are:

- pay teachers what they're worth (an increase of 10% to 15% over two years)
- give support staff a fair deal (pay parity with their counterparts in government schools)
- let teachers teach – cut paperwork,
- allow time for planning (reduce face-to-face teaching load)
- end staff shortages.

The repetition of these claims has been an important element of our campaign. It is important to note that principals, teachers and support staff all agree that stagnant salaries have had a negative impact on the profession.

Salaries are no longer competitive enough to draw people into the profession. Numbers entering initial teacher education are declining while school student numbers will increase by 10 per cent to 2031.

This has created a perfect storm. There are not enough teachers to staff schools appropriately.

Significant NCCD breakthrough

The work the IEUA NSW/ACT Branch has undertaken in response to the Nationally Consistent Collection of Data (NCCD) for school students with disability has had national ramifications. The workload associated with meeting record keeping and accountability requirements for the NCCD has been unreasonable.

In late 2020, 334 schools responded to our survey. It was clear from the results that teachers were struggling with unsustainable evidence collection, expectations at school and at system level, as well as various complications arising from the post enumeration verification process. The IEU reached out to the Federal Department of Education, Skills and Employment (DESE), and a number of meetings over six months were conducted. The agreed advice is on the IEU's website.

Posters in *Newsmoth* and *IE* and for staffrooms have reduced member workload related to NCCD. DESE's expectations are spelt out on the poster. It is also heartening to note that the 11 Catholic dioceses have adopted the union's advice, making expectation more explicit in relation to the NCCD.

Catholic systemic schools

Given that the situation in Catholic systemic schools influences all agreements, and provides a base which flows to other members, it's been heartening to see the high level of member engagement, and in particular the number of new members who have joined the union in 2022. This has happened because our members have encouraged their colleagues to join the union and seek fair salaries and conditions.

This increase came about because only members could participate in the protected industrial action. Our Reps must be acknowledged and applauded. The protected industrial action is complex. Reps did this with aplomb. It will be a proud moment for the union when IEU campaign badges are distributed later this year.

The alacrity with which IEU members took up the protected action ballot process was impressive. Throughout the year, IEU members have been mystified by the Catholic employers' response to the union seeking pay rises. Since the early 1990s, Catholic employers have not paid a cent more than government school employees have received. But Catholic employers could take the lead on salaries and conditions.

This approach has stymied the work of the union. And it's also led to significant disappointment for members. Catholic employers have not made public statements in support of enhanced salaries beyond the NSW salary cap. It is no longer appropriate that Catholic employers continue to endorse the NSW Government's public sector salary cap.

Catholic employers are aware of teacher shortages. A recent submission they made to the Initial Teacher Education Review predicted a 15 per cent teacher shortage by the end of the decade. In combination with a 10 per cent student growth figure, this is a serious problem. Uncompetitive salaries and workload must be rectified. Economics Editor Ross Gittins in the *Sydney Morning Herald* on 3 March posed three questions. First, will employees get outsized pay rises each year to compensate them for the wage freeze that turned out not to be needed? Secondly, will employees also get pay rises big enough to cover all the recent increases in living costs they face? Or will employers, public as well as private, ask them to take one for the team one more time?

If so, real wages will fall further, and future consumer spending will be 'stuffed' to use Gittins's language. Thirdly, will the concrete strategy of running a super-tight labour market force tight-fisted employers to increase wages as the only desperate measure that will attract the workers they need. Taking one for the team is a worn-out narrative. Catholic employers should be leading the way considering the circumstances schools in NSW and the ACT are facing.

Staff shortages

Staff shortages impact on all members of the IEU, in particular early childhood members, as there was almost no one to cover teacher absences. Early childhood teachers had little chance of attracting casuals. Our members were reporting the sheer exhaustion they were feeling trying to run early learning centres.

It's important to say that all IEU members take great pride in keeping their schools and centres operational. The impact on our members carrying the can during the pandemic, in tandem with an industrial campaign with Catholic employers, has been considerable.

Members on the ground have been impressive. And sadly, in many cases, it's to the detriment of our members' health and wellbeing, with a greater number of days off due to COVID-19, the flu and exhaustion stemming from the staffing crisis.

Catholic independent schools

Catholic independent schools in 2021 and entering 2022 have been in a similar situation to Catholic systemic schools. It has been difficult to get employers to bargain.

And as we go to print, these matters remain unresolved because Catholic employers are waiting to see what happens in the NSW Industrial Relations Commission with teachers in government schools.

Our members took industrial action twice in six weeks in 2022, which shows they have a clear understanding of how the salary cap imposed by the NSW Government is a wet blanket on communities right across NSW and the ACT.

May rallies

On Friday 27 May, IEU members in Catholic systemic schools rallied across NSW and the ACT in support of better pay and conditions. Bright yellow 'Hear our Voice' t-shirts were everywhere. We had Sydney covered, as well as nine other locations from Lennox Head in the north to Wagga Wagga in the Riverina. There were rallies in Canberra, Newcastle, Wollongong, Dubbo, Bathurst, Port Macquarie and Tamworth.

These big rallies were a testament to our members, our dedicated reps, organisers and IEU staff. We had many members attend rallies and those members were positive and passionate. They wanted their voices heard.

Members were determined, they were defiant, and they were resolute. When they stepped up in front of the media they could cogently and passionately explain just what the situation was like inside their school.

It was gratifying that Unions NSW Secretary Mark Morey could join us for the rally on 27 May. He broadened the campaign out and spoke of nurses, paramedics, cleaners and teachers all being on the street fighting against 10 long years of wage suppression. Morey said the situation was "a disgrace".

Morey went on to say the IEU's campaign is about more than just money. It's about workload. This system is run on the goodwill of teachers and support staff. This is about retention of qualified teachers and administrative staff. This is about respect, Morey said.

The Broken Bay Diocese has offered both primary and secondary staff additional release time going forward, and it is paying an additional 1.24%. Broken Bay Diocese is conducting a trial for 18 primary schools, and it will provide 25 additional primary school teachers next year. The union is taking a close interest in this so-called collaborative planning time the diocese is offering beyond the two hours a week for primary school teachers. This additional time must not be swallowed up by system or school initiatives and programs.

Excessive programming demands, unnecessary data collection and diocesan overlays beyond NESA expectations must be reconsidered.

June rallies

The IEU made history on 20 June as members again took to the streets. This was a joint stoppage with the

NSW Teachers Federation. The significance of the joint rally was captured in a new banner, 'Teachers United'. The moment when the two groups met at the top of Macquarie Street was electrifying. All members can look back with pride on the July edition of *Newsmonth*, which pictured our members standing proudly on the steps of St Mary's Cathedral before joining the march at Hyde Park then on to Macquarie Street.

Many thousands of IEU members rallied across multiple locations to reject the wages cap, address teacher shortages and stifling workloads. Teaching has become a more complex job over the past two decades, yet salaries have failed to reflect the incredibly demanding nature of the work of teachers and support staff.

The gravity of the situation was reflected in members' faces. IEU members were forthright, resolute, and determined. When the NSW budget promised only a miserable one-half of 1% addition to the imposed salary cap, IEU members were in disbelief.

The union's view is that Catholic employers should unshackle themselves from the NSW Government's pay cap and enforce change across both sectors. Catholic systemic schools can only function as they should if such action is taken. Solutions must include workload easing and increased clarity of expectations from NESA.

The AIS developed a new program called 'Growing and Nurturing Educators' (GANE).

Sadly, this new program did not include the IEU. The program made no mention of teacher pay. The AIS is persevering with the view that it can attract high-quality and diverse candidates into independent schools. An important element of 2023, I think, will be employer groups looking over their shoulder and wishing they had engaged with IEU members to defend the profession.

Denied the right to strike

A well-read article in *Newsmonth* this year by Industrial Officer Michael Wright explained how a legal technicality prevents members in independent schools under a multi-enterprise agreement from taking industrial action. If members did take industrial action and stopped work, they could be fined.

In Australia in 2022, that's not reasonable and the IEU will be asking the new federal government for change so that people can take industrial action if all else fails. Currently, Section 413, subsection 2 of the *Fair Work Act*, states, "The industrial action must not relate to a proposed enterprise agreement that is a Greenfields agreement or a multi-enterprise agreement". This sentence ends the notion of the right to strike in independent schools.

Parliamentary Inquiry into Teacher Shortages

In July, the IEU appeared before the NSW Parliamentary Inquiry into Teacher Shortages. This hearing on 4 August was designed to provide insights into the current crisis and what the NSW Government could do to address it. It was a privilege to advocate on behalf of members before the inquiry about what it's like working in Catholic and independent schools and early childhood centres.

The inquiry was chaired by One Nation's Mark Latham and had several members from the Labor Opposition, the Greens, the Liberals and Nationals. The IEU said COVID-19 had exacerbated shortages but not caused them. The union has been warning about impending staff shortages for many years due to an ageing workforce, mid-career teacher retention issues and dramatically decreasing enrolments in initial teacher education courses.

Perception of the profession

Associate Professor of Education Nicole Mockler from the University of Sydney has analysed more than 60,000 newspaper articles and the results reveal teachers face constant criticism from so-called experts in the media and other public forums.

That's one of the reasons the professional status of teachers is constantly under attack, and it's also one of the reasons all IEU members were on the streets for two days in six weeks.

Teacher Workforce Roundtable

IEU members had the privilege of meeting Labor's Federal Education Minister, Jason Clare. Member Angela McDonald from the ACT talked about the human cost of teacher shortages and said, "I'm burnt out and exhausted". She said her average working week was 60 to 70 hours. Minister Jason Clare was almost in tears.

One way forward in this crisis is to look after teachers better in their early years. There should be a mandated 0.8 load for beginning teachers until they achieve Proficiency.

Maintaining pressure

Our members have been engaging with more than 50 State MPs. These have been powerful discussions, putting paid to some misunderstandings and myths about teaching. One of these myths is that Catholic systemic school teachers are paid more than their state school counterparts.

It's also gratifying that our members keep wearing the yellow campaign t-shirts to reinforce the message that the campaign is not over. In Term 3, the union hired a campaign messaging billboard truck to take its messages around NSW.

It visited places such as Queanbeyan, Bathurst, Goulburn, Liverpool, Penrith, Maroubra, Gosford, Newcastle, Maitland, Port Macquarie and Tamworth and other towns in between. The purpose of the billboard truck was to take our message to the streets. Parents have been enormously supportive. They understand that teacher shortages are impacting educational outcomes.

The mobile messaging billboard truck's last stop was to support nurses and midwives on their picket line at Westmead Hospital.

Performance pay

In June, NSW Premier Dominic Perrottet outlined his affection for performance pay in the *Sydney Morning Herald*. The IEU has rejected this view for years. There is no evidence suggesting that performance pay works. It pits teachers against one another for a small pool of higher paid roles, while doing nothing to address

inadequate salaries across the board. Collegiality underpins our profession.

Work variety

A glance over the various annexures to this Annual Report provides an insight into a complex organisation working in many arenas.

The industrial report provides an oversight of the many agreements the IEU instigates, develops, and enforces. The list of agreements made (p31) is evidence of an industrial team hard at work and producing results for members.

The early childhood sector may finally experience enterprise bargaining improvements under the federal Labor government. Discussions have commenced. On 4 November, the IEU will be hosting Federal Early Childhood Education Minister Dr Anne Aly at a round table. This forum will provide early childhood members with an opportunity to engage directly with the Minister.

Catholic systemic support staff members have been seeking pay parity with government schools since 2019. Of note has been the growth in membership by more than one third.

A special commendation to Assistant Secretary Pam Smith for her work with principals. It is imperative principal members' interests are progressed.

IEU recruitment strategies have paid great dividends in 2021-2022. The union's recognition of long-serving members is an important ingredient, as is industrial action in Catholic systemic schools.

Professional engagement, while made challenging by NESAs complications, has continued to thrive. I would draw attention to the sophisticated work undertaken with NCCD processes.

Our media and communications team have spearheaded the Catholic systemic campaign. Reaching out to members with a well-considered narrative is critical to our success.

As always, the Women and Equity Committee progressed a range of issues ranging from pay equity to fair, safe and respectful workplaces and strengthening networks.

The union's Aboriginal and Torres Strait Islander Advisory Committee has been busy developing the Reconciliation Action Plan. The work promoting the Statement from the Heart is particularly gratifying.

Much hard work from the Environment Committee resulted in the IEU Conference – Food: Different by Design. The event exemplified the capacity of the IEU to both create learning for implementation at school level.

As over many years, the social justice dimension of IEU members came to the fore with events such as the Palm Sunday rally and support for APHEDA – Union Aid Abroad.

IEU/NGS Director John Quessy has supplied a detailed superannuation update which references the retirement of ex-IEU employee Laura Wright (formerly CEO of NGS Super).

South Coast Labour Council and Hunter Workers

It is gratifying that organiser Tina Smith is President of South Coast Labour Council and Carlo Rendina is President of Hunter Workers. It is critical that unions work in tandem with one another.

Lismore flood

The union's Lismore building was submerged but our members on the ground suffered more. Schools remain closed or under repair. The impact of the devastating flood will continue for some time. Members should be applauded for their resolute commitment to ensuring education continued under adverse circumstances. As we go to print, the IEU office in Lismore remains in its damaged state. It is hoped that refurbishment may commence in coming months. The role of our staff (and partners) must be formally acknowledged. Their grit and determination among the mud and debris was extraordinary.

Newcastle office

Hunter Valley members strongly backed the May and June Catholic systemic rallies. Challenges in the region include the Maitland-Newcastle CSO restructure and renegotiating the Maitland-Newcastle Work Practices Agreement.

Canberra office

Our staff moved out of our Brisbane Avenue premises following the sale of the building.

New premises were secured in Deakin. The refurbishment of the Phipps Close property commenced in September. Staff should be rehoused in January 2023. Our staff must be commended for coping with two moves in 12 months. Canberra members will value the revamped office, opening in early in 2023.

Our partners

The union partners with a number of organisations – Teachers Health, NGS Super, Teachers Mutual Bank and Union Shopper. These are important and valued relationships that link directly to our members. Importantly, the union's work with the Welfare Rights Centre and the Workers Health Centre is acknowledged.

I encourage members to read the President's Report. Our President, Chris Wilkinson, speaks from the heart. Her close relationships with members, the Executive, Council and IEU staff provides an invaluable dimension to the work of the union.

I would like to extend my deep thanks to the Executive and Council for their wisdom, enthusiasm and capacity to champion union values. In particular, retiring Executive members – Carolyn Collins, Gabe Connell, John O'Neill, Bruce Paine and Phoebe Craddock-Lovett – for their service to the union.

To IEU staff, a special commendation – COVID-19, campaigns and managing individual member matters have been completed with aplomb. Special thanks to Helen O'Regan for managing the minutes of both the Executive and Council, a complex role.

My personal thanks must go to Carol, Liam and Pam for the outstanding work they undertake on behalf of the union. Their capacity for hard work, high level analysis and union wisdom cannot be underestimated.

Mark Northam
Secretary

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Industrial

Introduction

The commencement of the 2022 school year brought with it a number of challenges associated with the trailing effects of COVID-19 lockdowns, including Public Health Order (PHO) restrictions and employer-mandated policies that continued to impact IEU members. The early stages of the year involved the extensive provision of advice to IEU members about the effects and operations of successive PHOs, as well as assistance and advice in relation to COVID-19-related dismissals. Such advocacy and advice were necessarily reactive to the emerging developments in case law and the later lifting of the initial PHO requirements.

Bargaining continued in the Catholic systemic and Catholic independent schools sectors. In the Catholic systemic schools bargaining, the IEU applied for multiple protected action ballot orders and commenced a campaign of protected industrial actions. On 30 June 2022, the IEU took joint industrial action with the NSW Teachers Federation for the first time since 1996, and the first time protected industrial action was taken since each union was covered by differing systems of industrial relations.

On 11 October 2022, the IEU obtained leave in the NSW Industrial Relations Commission (NSWIRC) to intervene in arbitration on the NSW Government's award application for teachers in government schools. This effectively gave the IEU a voice in proceedings that would directly impact its members.

The AIS sector bargaining was largely completed in 2021, with MEAs being approved in early 2022, and a small number of schools voting in a second round of MEAs. However, the IEU continues to pursue single enterprise agreements in the independent sector where the schools are not covered under the MEAs. Significantly, IEU members voted down approximately three enterprise agreements in response to paltry offers by their respective employers.

Beyond the schools sector, the IEU remains actively bargaining in the ELICOS and early childhood sectors. A total of 24 enterprise agreements have been made this year and many more are in the pipeline for approval by the Fair Work Commission.

Overall, 2021-2022 has been a busy year of industrial activities for the IEU and its members.

Teachers and support staff in NSW and ACT Catholic systemic schools

The *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020* (the EA) expired at the end of 2021. It provided for pay increases for 2020 and 2021 of 2.5% in 2020 and 2.28% in 2021 for NSW schools, and 3% and 3% for ACT schools. These outcomes were consistent with NSW public sector outcomes for teachers.

A key issue outstanding from the 2020 EA was the IEU claim for parity of rates of pay for support staff with the rates applying to comparable classifications in NSW government schools, following increases in 2019 resulting from an equal pay case brought by the PSA.

After consultation with members in October 2021, the IEU sent a claim on behalf of teachers and support staff to dioceses in November 2021. In December 2021, a claim sent on behalf of principals followed.

When no response to the claims had been received by the IEU in late January 2022, the IEU wrote to the directors and Catholic Employment Relations (CER) on 24 January 2022 advising that if there was no response, the IEU would advise members that the employers had refused to bargain. On 27 January 2022, the dioceses finally advised the IEU that they agreed to initiate bargaining and also agreed to pay an increase of 2.04% from January 2022 to support staff in NSW and the ACT and teachers in NSW (consistent with the public sector outcome of 2.5% less an amount to take account of the 0.5% increase in superannuation from July 2022). Note that pursuant to the EA, ACT teachers were entitled to an increase of 1.5% in July 2022. Notices of Employee Representational Rights (NERRs) were issued in early February 2022. Unfortunately, one diocese issued the NERR outside the mandated two-week time frame and therefore had to withdraw from bargaining and re-commence the process in late March 2022.

The IEU attended a series of meetings that were held with CER, as the bargaining representative for the dioceses, and diocesan representatives on 2 February, 23 February, 23 March, 6 April, 20 April, 4 May, 18 May and 15 June 2022.

The IEU provided further details of our claim to CER in mid-February 2022. During the March Council Meeting, IEU Council members heard a report on the negotiations and the lack of progress that resulted in the IEU Council endorsing a vigorous campaign including both media engagement and protected industrial action, if necessary:

"This Council meeting calls on the Executive and Officers to vigorously pursue the 'Hear Our Voice – a fair deal for teachers and support staff' campaign utilising both the media and, if required, protected industrial action. Officers should consult all members in Catholic systemic schools in NSW and the ACT to determine whether they wish to have the right to engage in protected action to achieve our claims and then make the necessary applications to the Fair Work Commission to enable this to occur. The timing of any such action will be determined by the Executive and senior Officers based on the negotiations at that time.

Key demands were subsequently crystallised as:

- pay teachers what we're worth
- give support staff a fair deal





- let teachers teach – cut paperwork
- allow time to plan (reduce the teaching load by two hours per week)
- end staffing shortages.

IEU Chapters were then consulted as to whether they would support the taking of protected industrial action. By the end of Term 1, on 8 April 2022, nearly 540 Chapters indicated they wished to participate in a Protected Action Ballot to authorise the taking of protected industrial action. The IEU applied to the Fair Work Commission (FWC) for an Order to conduct the ballot and arranged for the ballot to be conducted electronically by a private ballot agent. The ballot was conducted in the third and fourth weeks of Term 2 with the results tallied across all schools in a particular diocese. The ballot was carried in all dioceses with a participation rate in all dioceses of over 65 per cent and up to 81 per cent in Maitland-Newcastle. Of assistance in achieving the high participation rate was the fact that the IEU received progressive totals of the participation rate as the ballot was conducted.

On 6 May 2022, the IEU Executive endorsed a full day stop-work in support of our claims. The IEU gave notice on 19 May 2022, after the ballot was declared on 17 May 2022, of protected industrial action of two types:

- a full day stop-work on 27 May 2022 and that members would commence the wearing of union insignia, and
- provide information to members of the community indefinitely from Wednesday 25 May 2022.

The full day stop-work was well supported by members who attended rallies at 10 locations throughout NSW and the ACT, including Sydney, Wollongong, Newcastle and Canberra. Yellow t-shirts with the campaign slogan “Hear our Voice, a fair deal for teachers and support staff” were visible everywhere.

The employers responded to the IEU claims in writing on 6 April and 17 May 2022.

Although employers endorsed in-principle the IEU claim for increases to support staff pay, no actual figures were agreed, nor alternatives proposed. Apart from the Broken Bay Diocese, employers declined to make an improved offer for teacher pay while negotiations had not concluded in relation to NSW public sector teachers and government employees generally.

Although improved release time was negotiated with some dioceses (Broken Bay), there was no general agreement reached. Other matters, such as improved long service leave for support staff, improved parental leave for temporary employees and allowances for rural and remote locations, remain unresolved.

Broken Bay Diocese showed a willingness to break away from the other dioceses. In late May 2022, the Broken Bay Diocese unilaterally implemented an administrative pay increase of an additional 1.24 per cent backdated to January 2022 for all employees. This increase was followed by the introduction of an additional hour's release (called Collaborative Planning Time) and a commitment of an early implementation of some agreed matters.

In late May and June 2022, the IEU was contacted by members in some schools that had not participated in the ballot and therefore had been unable to participate in the 27 May stop-work action. Accordingly, on 10 June 2022, the IEU made another application to the FWC for a second round ballot on behalf of members in 26 schools. Notwithstanding the short time frame of two days over which the ballot was conducted, the vote was carried in all dioceses with outstanding participation rates, with the declarations of ballot issued late on 23 June 2022.

The IEU Executive met on 14 June 2022 to consider the campaign and passed a motion rejecting the NSW Government's revised wages policy announced on 6 June 2022 and foreshadowing a joint meeting with the NSW Teachers Federation (NSWTF) to consider further action.

On 21 June 2022, the IEU Executive met with the Executive of the NSWTF. The combined union Executives endorsed an unprecedented and historic joint stop-work action by all public and diocesan Catholic school teachers for 30 June 2022.

The IEU promptly gave the required notice of the stop-work action to all diocesan directors. The notice included action to be taken by second-round ballot schools.

The second stop-work action was held jointly with the NSW Teachers Federation. On 30 June 2022, tens of thousands of teachers and support staff members of the IEU and NSW Teachers Federation participated exuberantly in rallies and marches that were held in 16 locations around NSW and the ACT (including Sydney, Newcastle, Wollongong and Canberra).

Particularly effective and symbolic was the coming together of members of the IEU and the NSW Teachers Federation at Hyde Park behind a Teachers United banner and the procession together down Macquarie Street to the NSW Parliament. Speakers from both unions addressed the assembled thousands with media, police and politicians watching on.

Notwithstanding the enormous publicity generated by the stop-work, Catholic employers (apart from Broken Bay Diocese) have so far held firm to the NSW Government wages policy. The central negotiations have fallen into abeyance as it appears the Catholic employers are struggling to develop a joint position but continue to indicate publicly their support for key parts of the IEU's claim without committing to detail.

Negotiations have continued with individual dioceses concerning Work Practices Agreements. Unfortunately, progress on measures to address workload issues has been slow.

Staffing shortages became an everyday topic of media comment with both the new Federal Government and the NSW Government acknowledging the extent of the problem. The IEU attended a round table on the topic on 12 August 2022 with Jason Clare, Federal Education Minister and state and territory education ministers.

The IEU continues its campaign in various forms including a program of organised visits to NSW MP offices in late Term 3 2022 to pressure the NSW Government to address the teacher shortage issue. Additionally, the IEU organised a mobile campaign truck to raise public awareness of the teacher shortage issues.

A third-round ballot of schools was scheduled for late in Term 3 to enable nearly all IEU members to participate in protected action if further action was called. On 19 September 2022, the IEU received a declaration of the results from the third-round ballot which indicated that a further 18 schools had successfully voted to be covered by protected action.

On 11 October 2022, the IEU obtained leave in the NSW Industrial Relations Commission (NSWIRC) to intervene in arbitration on the NSW Government's award application for teachers in government schools. This effectively gave the IEU a voice in proceedings that would directly impact its members.

On the morning of the arbitration hearing on 12 October 2022, members, Executive and staff of the IEU and the NSW Teachers Federation converged on the steps of the NSWIRC building in Parramatta for a joint press conference and rally. At the same time, members from both unions rallied at six local MPs' offices throughout NSW.

Protected Action Ballot Orders

Under the federal industrial relations system, employees can only take protected industrial action following a complex process of having the action approved by Protected Action Ballot Orders (PABOs). Based on previous experiences with PABO applications and because of the technicalities and complexities, in all three rounds of PABO applications in Catholic systemic schools for 2022, the IEU applied for separate PABOs in each individual workplace or employer. The IEU opted not to use the default ballot agent, the Australian Electoral Commission, due to problems in regional areas with delayed postal returns and the federal parliamentary election being conducted at the same time. The IEU wanted to move quickly and identified a need to conduct electronic ballots. For these reasons, the IEU resolved to engage a private ballot agent that could conduct electronic ballots.

Notably, 537 schools across all 11 Catholic dioceses indicated their interest in participating in what became the first round of PABOs. The IEU considered quotes from several ballot agents and selected Democratic Outcomes Pty Ltd due to availability and timeframes, as well as pricing. Following the IEU's discussions around practicalities and potential risks concerning the electronic ballot, the IEU sought to specify in the Orders, the ballot agent to conduct 11 separate electronic ballots across the 11 dioceses.

On 11 April 2022, the IEU lodged an application for the first-round PABO in the FWC. On 14 April 2022, the Application was granted by Vice President Catanzariti. Following this, the electronic ballot opened on 11 May 2022 and closed on 17 May 2022. The first round PABO resulted in an average participation rate of 70.95% across the 11 dioceses.

Following the success of the first-round PABO and the stop-work action on 27 May 2022, IEU members employed in a further 26 schools not covered by first-round PABO approached the IEU requesting that further protected action ballots be conducted to allow

them to take protected action. As such, the IEU lodged an application for the second-round PABO in the FWC for members in those schools across eight dioceses, including Bathurst, Broken Bay, Canberra Goulburn, Sydney, Parramatta, Wagga Wagga, Wilcannia-Forbes and Wollongong. On 15 June 2022, Vice President Catanzariti granted the application, and the electronic ballot opened on 22 June 2022 and closed on 23 June 2022 – the second-round PABO resulted in an average participation rate of 88.14% per cent across the eight employers.

The total cost of both rounds of the electronic ballot was \$46,314.07.

Following the unprecedented stop-work industrial action on 30 June 2022 with the NSW Teachers Federation, a further 18 schools indicated an interest in participating in a third-round PABO. The union successfully proceeded with a third-round PABO, which aimed to involve 591 schools to potentially participate in any further industrial action – notably, this would be 99.1% per cent of Catholic systemic schools in NSW and the ACT.

On Monday 19 September 2022, the IEU received the declaration of results from the ballot agent for the third-round PABO which resulted in all 18 schools successfully voting to be covered by protected action. There are now 99.1 per cent of schools that are now covered by protected action, which means that all but five schools members in NSW and the ACT Catholic systemic schools (and all but eight eligible members) would be authorised to engage in protected action.

Boarding house staff – Diocese of Wagga Wagga

The IEU has pressed a claim for extending the coverage of the *Catholic Systemic Schools Enterprise Agreement* to include boarding house staff employed by the Diocese of Wagga Wagga. The diocese has agreed in-principle and the IEU has proposed a set of changes to the main body of the EA, and some of the boarding house specific provisions included in a separate annexure. Among the key changes are the inclusion of shift penalties (for afternoon shifts, night shifts, Saturdays, Sundays and broken shift arrangements), sleepover allowances and on-call provisions.

The IEU has also included provisions for the payment of annualised salaries, as provided for in the *Educational Services (Schools) General Staff Award 2020*. The effect of an annualised salary is that such salaries are inclusive of any entitlements to shift penalties and overtime entitlements. Additionally, the IEU is seeking a provision for a reconciliation of annualised salaries where an employee starts employment part way through the year, or where their workload varies; such provisions are absent from the modern award but were recently included in the AIS Multi-Enterprise Agreements.

Consistent with the *General Staff Modern Award*, the IEU is also seeking to include the same exemptions in instances where accommodation is provided year-round for the exclusive use of employees.

Principals in NSW and ACT Catholic systemic schools

Principals in Catholic systemic schools are covered by either the *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2020* or the *Principals (Archdiocese of Sydney) Enterprise Agreement 2020 – 2021*. The nominal term for both agreements expired on 31 December 2021.

The IEU wrote to Catholic systemic employers on 17 December 2021 setting out the claims and seeking to progress bargaining in early 2022. In March 2022, the IEU provided further details of the claim, which sought pay rises of between 10–15% over two years, and a review of salary alignment to ensure parity as between the two EAs. Other conditions claimed were largely consistent with those sought in relation to Catholic systemic teachers and support staff.

While the IEU has not sought protected action ballot orders in respect of the bargaining for principals, the IEU notes the level of support received from IEU principal members throughout all stages of the campaign, including the ballots, the taking of protected action, attendance at rallies, and the wearing and display of insignias, slogans and distribution of campaign materials.

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

The support staff joint working party was extensively reported on in the 2021 Annual Report. The Catholic systemic employers, CER and the IEU received the report on the basis that it would inform the negotiations for the current round of bargaining in systemic schools.

Part of the terms of reference agreed by the employers was that the report was confidential to the parties and for use in bargaining, so it is unable to be made publicly available. However, the IEU believes that it generally supports the position consistently advanced by the IEU in bargaining.

The findings of the working party were used by the IEU to produce a detailed claim that was provided to the Catholic systemic employers in February 2022. It, in turn, was based on a claim advanced in the previous round of bargaining but was subject to question and criticism that has since been reviewed and considered by the joint working party. At the time of writing, the IEU has not received a response to the detailed claim, other than a stated desire by Catholic systemic employers to phase in any agreed changes in two stages.

The IEU is also seeking to advance similar arguments in negotiations for salaries in Model B and C Catholic independent schools, although the pay structures in those schools (as regards classification and progression) are substantially different. Consequently, the IEU has developed a specific claim for that bargaining.

NSW Catholic independent schools Model B & C Schools

The *NSW Catholic Independent Schools (Teachers – Model B) Multi-Enterprise Agreement 2020* and the *NSW Catholic Independent Schools (Support Staff – Model B) Multi-Enterprise Agreement 2020* was approved on

26 October 2020, commenced operation on 2 November 2020 and expired on 31 December 2021.

The *NSW Catholic Independent Schools (Teachers – Model C) Multi-Enterprise Agreement 2020* and the *NSW Catholic Independent Schools (Support Staff – Model C) Multi-Enterprise Agreement 2020* were both approved on 25 Sept 2020, commenced operation on 2 October 2020 and expired on 31 December 2021.

Each of the Model B and Model C MEAs provided for pay increases of 2.5% in January/February 2020 and 2.28% in January/February 2021.

The IEU sought to commence bargaining for new agreements and wrote to CER on 16 March 2022 setting out claims that included:

- Expanded agreement coverage that would include staff in early learning centres and out-of-school hours care services, counsellors, therapists, youth workers and boarding house staff (in those boarding schools currently excluded from coverage).
- Pay rises of between 10–15% over two years consistent with the claim for teachers and support staff in Catholic systemic schools, also being consistent with claims for teachers in NSW government schools.
- Improvements to paid parental leave including paid partner leave of up to 12 weeks, two weeks of concurrent paid parental leave to be taken flexibly within a period of 12 months, and 14 weeks of paid parental leave for temporary employees that effectively extends beyond the expiration of the contract.
- Effective strategies to deal with teacher shortages in metropolitan and regional areas, including measures to enhance job security, improved incentives in rural and hard-to-staff areas, and the removal of caps on casual teaching rates.
- Measures to address teaching workloads, including strategies that minimise tasks that do not support teaching and learning outcomes.
- Significant improvements to support staff pay and classification structures that would achieve effective parity with recent improvements to pay rates in NSW government schools.
- Significant improvements in the rates of pay for maintenance and outdoor staff and general operational staff to reflect equivalent rates in NSW systemic schools and market rates.
- Improvements to the rates of pay for boarding house staff and the inclusion of measures to ensure that annual salaries are properly reconciled where employees resign within the 12-month period during which annualised ordinary hours of work are performed (or where such hours vary).
- Improvements in the long service leave entitlements of non-teaching staff to match the entitlements of teachers.

Having received no response from CER, the IEU wrote again on 2 May 2022, which prompted CER to confirm on 4 May 2022 that Model B and C employers had commenced bargaining. Later in May 2022, CER advised that some Model B and C employers had agreed to pay

an administrative increase for 2022, and that where such an increase was to be paid it would be backdated to January/February 2022. Somewhat cryptically, the letter did not advise that all schools would be paying such an increase, nor did it disclose the quantum of any such increase.

In response to further requests for information, CER refused to provide advice as to the quantum of increases paid but confirmed that where any such increases was paid it would be not less than 2.04%. In a letter dated 21 July 2022, CER also confirmed that any subsequently agreed pay rise for 2022 in the final MEAs would be not less than 2.04%.

At the time of writing, it appears that almost all schools have actually paid an increase of 2.04% with the notable exception of Trinity Catholic College Lismore, which claims to be awaiting advice from CER.

On 2 August 2022, the IEU wrote to complain about the lack of progress in bargaining, noting that only three meetings had been held on 30 May, 20 June and 22 July and that no response had been received in relation to its claims. At the meeting of 22 July, CER advised that a further period until the end of August was necessary for the employers to respond.

ACT Catholic independent schools

The Teachers (Daramalan College, Marist College, Canberra and St Edmund's College Canberra) Multi-Enterprise Agreement 2021-2024 was approved by the Fair Work Commission (FWC) on 24 December 2021 with a nominal expiry date of June 2024. The MEA provided pay rises of 2.75% in each of 2021, 2022 and 2023. Other improvements included a one-off increase in the salary for APs and an increase in the Graduate Teacher rate (in addition to the percentage increases). Access was granted for teachers to use personal/carer's leave for domestic violence and for natural disasters. Unpaid maternity leave will also count as service for classification purposes. In several areas noted in the decision, the MEA did not meet NES standards and an undertaking was required.

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

Multi-enterprise agreements (MEAs) covering teachers (Standards, Steps and Hybrid models) and support staff in NSW and ACT independent schools went to a vote in November 2021 and were approved by the Fair Work Commission in March 2022. Each of the first round of MEAs took effect from March 2022 and have a nominal expiry date of 31 January 2025.

A second-round of agreements was approved between May and June 2022. This second-round comprised a Standards model MEA (covering two schools), a Hybrid model MEA (covering five schools), a Steps model EA that applied to a single school, and a NSW Support and Operational staff MEA (covering four schools). This second-round of agreements was to pick up schools that, for one reason or another, missed the first round. They are largely in identical terms to the first-round agreements.

The increases contained in the MEAs are variable depending upon whether the scheduled increases of 0.5% to the Superannuation Guarantee Contribution (SGC) come into effect in July of 2022, 2023 and 2024. In the event that the scheduled SGC increases take effect each year, the MEA salary increases will be 3.28%, 2.28% and 2.53% in February of 2022, 2023 and 2024. Should SGC increases not proceed, the applicable salary increases would be 3.5%, 2.5% and 2.75%.

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, was that the IEU considers that 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.

Each of the MEAs now has provision for emergency disaster leave of two days per year which is available if an employee is unable to attend work because of a declared natural disaster such as bushfires, severe storms, or flooding. Each of the MEAs also now contains detailed provisions applying if an employee requests part-time work or other flexible arrangements, including a requirement that the school consider if there are other options available to accommodate the employee's circumstances. Each of the MEAs was varied to ensure that employees who give insufficient notice will not be subject a penalty of more than two weeks' notice, consistent with changes to the modern awards.

In the Standards Model Teachers MEA, progression to the next pay band on attaining Proficient status now occurs immediately from the next pay period rather than having to wait until February or July of each year.

A significant change to each of the teachers MEAs was the inclusion of provisions that require schools to advise teachers of the term dates and teacher attendances dates by the end of Term 3 in the preceding year. Any professional development and meetings must occur on the advised attendance dates. Reasonable notice must be provided of all other meetings, PD etc with schools being obliged to give the maximum possible notice of such commitments and, where practicable, include such commitments in the annual school calendar.

Each of the teachers MEAs was also varied to provide for the payment of pro-rata allowances for promotions positions, but only where such a part-time teacher is not carrying out the full duties of the role. This change facilitates and assists part-time teachers in obtaining promotions positions. The teachers MEAs were also varied to require that part-time teachers are advised, in their letter of appointment, as to the percentage of a full-time teaching load they have been allocated. The school can only vary a teacher's teaching load or days of attendance by agreement or in certain other identified circumstances.

There were several small improvements specific to the Support and Operational Staff MEAs, as follows:

- casual employees are now entitled to overtime if they work additional hours outside of work.
- part-time staff working less than five hours on a day can no longer be required to take an unpaid break.

- clearer hours of work for boarding house staff including provisions to ensure they are properly compensated if working annualised hours, but they leave employment or their circumstances changes during the relevant year.
- entitlements to on-call, recall and sleepover allowances have been clarified to ensure that these are payable unless an employee receives the benefit of accommodation for their exclusive use all week and all weeks of the year.

Christian schools

The *ACT Christian Schools General Staff Multi-Enterprise Agreement 2021* was approved by the FWC in December 2021 to apply to non-teaching staff in the three ACT schools. Agreement was 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%).

In July 2022, the FWC approved a single enterprise EA to apply to Carinya Christian School, the *Independent Schools NSW Standards Model (Teachers) Carinya Christian School Agreement 2022*. This was negotiated with the AIS based on the Standards Model but contained pay rises approximately 1% below the MEA rates in 2022. The IEU obtained some improvements to the pay offer (a final year 2024 with a pay rise of 1.6% was removed from the EA) but the union remained unhappy overall with the pay rises (2021 - 2.5%, 2022 - 2% and 2023 - 2%). However, employees voted overwhelmingly to endorse the EA.

Other Christian schools MEAs were made in 2020 and remain in place until 2023.

The *NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021* contains pay 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.

The *NSW Christian Schools General Staff Multi-Enterprise Agreement 2020-2023* was approved by the FWC in April 2020 and provides for increases of 13% over four years (2020-2023).

The *ACT Christian Schools Teaching Staff Multi-Enterprise Agreement 2020* contains increases of 3% from July 2020, 3% from July 2021 and 2.5% from July 2022.

Modern award work value case

Early childhood equal remuneration and work value case

In 2013, the IEU made application to the Fair Work Commission (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 the FWC issued a 267-page decision that rejected the IEU'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. Therefore, the FWC granted significant increases for many teachers covered by the *Educational Services (Teachers) Award 2010 (the Award)*.

For example, all top of the scale teachers received a 5.64% increase upon implementation and received over 10% if they were also the educational leader. FWC delivered these increases through a new Standards-based classification structure. It also determined that teachers who are educational leaders in an ECEC setting were entitled to an additional allowance.

Following negotiations between the parties and further hearings before the FWC, the FWC issued its final Decision in October 2021 on the operation of the new classification structure including the meaning of satisfactory service, transitional arrangements, and the implementation of the new educational leader allowance. There was considerable debate about how to determine what satisfactory service is in the context of the various teacher state-based accreditation schemes across Australia but an agreed position was reached between the employer and union parties.

The new standards based *Educational Services (Teachers) Award 2020* came into operation from 1 January 2022.

Equal remuneration legislative reform in 2023

The new Federal Government has foreshadowed changes to the *Fair Work Act* to make the equal remuneration principles more workable than they are currently. Whilst the legislation has not yet been drafted, the government is on the record as saying that they will make it easier for the FWC to order pay increases for workers in low-paid, female-dominated industries. They propose to do by amending the equal remuneration provisions in the Act and setting up a specialist Pay Equity Panel within the FWC. It is expected that the new provisions will be operational sometime in 2023.

Early childhood bargaining

Despite the interruptions caused by the COVID-19 pandemic, bargaining within the the early childhood sector continues to occupy the union. Individual centre enterprise agreements form the predominant number of new enterprise agreements made and approved by the Fair Work Commission this year. The newly introduced educational leader allowance is being featured across all the enterprise agreements made this year.

The IEU engaged in bargaining for larger not-for-profit organisations which are outlined below.

PULSE – University of Wollongong

The *Pulse Children's Services Agreement 2022* was approved by the Fair Work Commission in April 2022. The agreement covers teachers and children services employees working in centres operated by the University of Wollongong. The new agreement has a nominal expiry date of 1 April 2016 and delivers salary increases of 19% over the life of the agreement. It features special types of leave such as special sick leave clauses, blood donor

leave and defence force leave in addition to the statutory leave entitlements.

ECTARC

The *ECTARC Teachers Enterprise Agreement 2021* was approved by the Fair Work Commission on 7 July 2022. The agreement applies to 11 early childhood services operated by the Illawarra Area Child Care Ltd and covers all early childhood teachers employed by this employer. The agreement provides salaries which are comparable to teachers in schools and delivers salary increases of 10% over the life of the agreement. The agreement is nominally due to expire on 30 June 2025. Under this agreement, teachers are able to access special leave and wellbeing leave in addition to statutory leave entitlements.

Mirrabrook EA

The *Early Learning Centre Agreement 2022 - 2025* for Mirrabrook Early Learning Centre Limited was made and filed to the Fair Work Commission on 16 September 2022. The agreement applies to all teachers and children services employees employed by Mirrabrook Early Learning Centre and delivers 10.3% over the life of the agreement. The agreement mirrors entitlements offered to school teachers including one-off entitlement to personal/carers leave at commencement, paid natural disaster leave and 14 weeks of paid parental leave.

Individual early childhood services bargaining

Bargaining continues to occur in individual preschools and long day care centres as evident from the list of agreements set out at the end of this annexure.

As reported in the 2021 Annual Report, a lot of work was directed to the development of some template EAs for use in preschools. A new Standards-based salary scale was included in the Educational Services (Teachers) Award 2020 from January 2022, as result of the IEU's work value case. For this reason, the IEU has also developed Standards-based variants of the new templates. Currently the IEU uses four different types of template, being:

- teachers only agreement with an incremental salary scale
- whole of service agreement with an incremental teachers' salary scale
- teachers only agreement with a Standards based salary scale
- whole of service agreement with a Standards based teachers' salary scale.

Pleasingly, members have reported finding the template much easier to read and understand. Additionally, the new templates also seem to be gaining approval by the FWC with fewer complications or undertakings being required.

Centres that have successfully made new agreements using the new templates include:

- *Abbotsford Long Day Care Centre Enterprise Agreement 2021*
- *Binnowie Kindergarten Co-Op Society Ltd Employee Enterprise Agreement 2021*
- *Braidwood Preschool Association Inc. Teachers' Enterprise Agreement 2021*
- *ECTARC Teachers Agreement 2021*

- *Engadine Preschool Kindergarten Teachers Agreement 2022*
- *Goonellabah Preschool Enterprise Agreement 2021*
- *Orange Preschool Enterprise Agreement 2021*
- *Valla Community Preschool Enterprise Agreement 2021-2024*
- *Werris Creek & District Preschool Employee Enterprise Agreement 2022*

Practicum payment

The *Teacher Education Professional Supervision Experience Agreement 2018* expired at the end of 2019. The agreement is a signed document between the IEU, the NSW Teachers Federation and NSW universities setting out the rates of pay for teachers who supervise university practicum students and an additional allowance for teachers who coordinate practicum. It is not an enterprise agreement as such because it is not clear that the universities employ the teachers. The unions commenced discussions with Deans of Education in September 2021 about a new agreement and sought increases of approximately 7% in line with the general claim for teachers. This was rejected by the deans who instead proposed that the existing agreement be extended for one year (that is no pay rise). The unions did not want to advise members to refuse to take practicum students (given the teacher shortage issue) and eventually agreed in February to a one-year agreement containing increases of 2% in addition to super (where super was paid – not all universities pay super). The document was not finalised until July 2022 when it was signed by representatives of 16 universities.

Anglican Schools Commission Inc NSW Enterprise Agreement

For the past 18 months, the IEU has been bargaining with the Anglican Schools Commission for a new single enterprise agreement for Trinity Anglican College. Trinity Anglican College was covered by the *NSW AIS Multi-Enterprise Agreements (MEAs)*. The Anglican Schools Commission decided to opt out of the MEAs in favour of one single enterprise agreement to cover both teachers and support staff.

The IEU had significant concerns over the diminutions of entitlements for both teachers and support staff. Consequently, the IEU was unable to endorse the making of the proposed enterprise agreement and encouraged members to vote 'no'.

On 9 August 2022, the Anglican Schools Commission advised the IEU that the proposed enterprise agreement had been voted down. As a result, the IEU will return to the bargaining table and seek substantial improvements in the terms and conditions of employment for our members.

Life Education NSW (Educators) Enterprise Agreement 2021

Following consultations with members, the IEU recommended a 'yes' vote for the Life Education EA. The vote occurred from 25 February to 4 March 2022. There was a unanimous 'yes' vote and the EA was approved by the Fair Work Commission on 24 March 2022.

The three-year agreement provides for salary increases of 2.3% for educators on Step 10 in 2022 and 2023 (2.0 and 2.25 for other educators) and 2.5% for all educators in 2024. These increases also apply to a range of allowances for Life Education educators which reflect the nature of their work in the Life Education vans visiting schools across the government, Catholic and independent sectors.

Paid parental leave will be introduced for the first time in the EA, with eight weeks employer funded leave and superannuation paid on all parental leave for up to 52 weeks. Unpaid parental leave of up to 52 weeks will also count as service for salary step progression.

The practical involvement of the two Life Ed reps in the negotiations, as well as the Life Education chapter, is acknowledged with appreciation.

Woodbury Autism School therapists vote 'no' to EA

The therapists at Woodbury Autism School at Baulkham Hills voted down the EA after their concerns and the IEU's input was ignored by the employer. These members were not happy with a proposed four-year agreement with 2.5% per year, no paid parental leave and only 10 days personal/carer's leave. (The teachers and support staff at this special school are on the relevant AIS MEAs.) A meeting with the AIS was held on 30 August 2022 at which the employer offered:

- 5% increase on current therapist rates – to be back paid to 1 February 2022
- 2.5% annual increase from 2023 until 2025
- an additional five days of sick leave, accrued progressively and to be taken within 12 months but will not accumulate from year to year.

Further discussions will occur with members and the employer to achieve an EA for which the IEU can recommend a 'yes' vote.

Greater Sydney Adventist Teachers' EA negotiations

Following the second EA 'no' vote by Greater Sydney Adventist teachers, the IEU met with GS Adventist HR on 3 August to seek to progress EA negotiations.

The employer seemed open to discussions about a shorter agreement than the four years originally proposed (which had 1.5% in the final year), about the industry standard of 14 rather than the current 12 weeks parental leave, and about addressing some of the working conditions concerns identified by members. The IEU was informed that these issues had also been raised by teachers in the 'listening sessions' conducted by the employer. Greater Sydney HR noted the possibility of a WPA to cover workload issues as per Catholic systemic diocesan WPA documents.

CatholicCare counsellors in Sydney Archdiocese Schools

After the refusal of CatholicCare Sydney Archdiocese to commence bargaining for an EA to cover CatholicCare counsellors in Sydney Catholic Schools, the IEU met again with members and potential members on 21 July 2022. The members reiterated their wish to be

covered by an enterprise agreement as per CatholicCare counsellors in Canberra-Goulburn, Wollongong and Parramatta Dioceses.

The IEU is engaging with members about what is required for a Majority Support Determination in the FWC if the employer continues to refuse to enter EA negotiations.

Given that there are few opportunities for CatholicCare counsellors to meet collectively because of their work arrangements across Sydney Catholic Schools, a Facebook group and a WhatsApp option have been set up for these members to engage with the union.

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 2022*, in the Industrial Relations Commission of NSW. The award covers teachers employed in childcare centres operated by the NSW Ministry of Health and provides 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 3% from 1 July 2022 in compliance with the NSW Government wages policy which comprises a 2.53% increase to wage and wage-related allowances and a 0.5% increase to superannuation. In addition to the salary increase, the teachers have also received a one-off payment of \$3000 as part of the NSW Government's healthcare work bonus.

CSO Maitland Newcastle coordinator dispute

The IEU filed an application for a dispute notification to the Fair Work Commission on behalf of its members employed by the Catholic Schools Office Maitland Newcastle Diocese (CSOMN). The dispute relates to union members who have had their long-held promotions position varied from a 3-point coordinator to a 2-point coordinator position without justification or consultation. Although the matter did not proceed to a hearing before the Commission, the IEU was able to pressure CSOMN to reinstate these members to their 3-point coordinator positions. In addition, CSOMN agreed to improve coordinator appointments under the CSO Maitland-Newcastle Work Practices Agreement where Coordinator points will be allocated according to total number of coordinated class hours per week irrespective of subject or subjects aggregation.

The IEU was informed that as a result of this new approach to coordinator appointments, 18 employees have been identified to be better off with significant improvements to their pay. The change will be back dated to the beginning of 2022 school year therefore all identified employees will receive a back payment for the difference in coordinator allowances. The IEU approximates the value of the back payment to be around \$150,000.

COVID-19 and Public Health Order

In response to the COVID-19 outbreak, and following the

availability of vaccinations in 2021, the NSW Government issued Public Health Order (PHOs) mandating vaccination requirements for a range of workers in targeted industries including education. The first PHO had the general effect of prohibiting workers from carrying out work in schools and early childhood services unless they had received two doses of a COVID-19 vaccine or were the holder of a recognised contra-indication certificate.

These prohibitions and limitations were continued and refined in subsequent PHOs but were ultimately repealed in May 2022. However, at the time the first and second PHOs were issued, there was no indication or suggestion that they would be repealed.

Throughout that period, the IEU responded to a large volume of requests for advice and assistance in relation to the application and effect of the PHOs, and engaged with numerous employers in attempt to assist members. Non-government school employers took a range of different responses to managing compliance with the applicable PHOs.

The decisions emanating from the FWC, courts and other tribunals were consistent in generally upholding the fairness of dismissals that were grounded in compliance with the PHOs. Other decisions considering carefully developed employer policies also generally upheld the fairness of dismissals that were consistent with appropriate policies.

Regrettably, there were instances involving the dismissal of both teaching and non-teaching members, and the IEUA NSW/ACT Branch took a decision to aid members up to and including the conciliation stage of unfair dismissal proceedings. Not all unions, or indeed all branches of the IEUA, adopted this approach; the Branch is aware of many organisations taking a blanket approach of refusing to act or assist.

The outcomes from these unfair dismissal applications varied considerably. In some instances, the matters remained unresolved, some members were able to secure an agreed settlement (typically resignation and/or the payment of some degree of compensation), and in other cases, the employment was restored either following vaccination (of an existing or newly available vaccine), the acceptance of a contra-indication, or the lifting of the PHOs.

Notwithstanding the lifting of the PHOs, many employers have chosen to develop and implement their own policies that establish a requirement for vaccination, and the IEU continues to advise and assist members in relation to application and reasonableness of such policies.

Post-secondary colleges

The post-secondary sector is far less regulated than other areas of the union's work, and as such often requires more industrial assistance than its relative size might suggest. Many colleges regard applicable laws as guidelines rather than requirements, and so the IEU's industrial team is kept busy ensuring that these provisions are compliant with the law.

The IEU is active in the bargaining space, and this year has been engaged in bargaining at three centres,

UTS College, WSU The College, and UoW College. An agreement was struck with UTS College earlier in the year, providing for pay rises over two years of 2.5% per annum. At WSU The College, an agreement has recently been struck which provides for increases of 4% in 2022, 3.25% in 2023 and 3% in 2024, along with several changes that are mostly beneficial for members. Negotiations are ongoing at UoW College, but it is likely that salary increases of around 3% per annum will be agreed. Bargaining will soon commence at Taylors College and Navitas.

The IEU was also successful in fighting off an attempt by EF International College, an English college in inner Sydney, to terminate their enterprise agreement. The existing agreement hit its nominal expiry date in September 2021, and with no students or staff until early 2022, they planned to wipe the slate clean and work from the award moving forward. However, given that enterprise agreements always contain wages and conditions superior to the award, the IEU will always oppose any application to terminate them, and with students and staff returning to the college this year, the union felt it was important to maintain standards previously won. The college made two attempts to terminate the EA, but thanks to the work of IEU officers, both these applications were unsuccessful.

There has also been a resolution to a long-running underpayment claim on behalf of several members against Caprock, the holding company for both Lloyd's International College and North Sydney English College. In recent weeks, the college has settled our claims, with five members soon to share in \$138,320.69 (inclusive of unpaid superannuation), paid in instalments over the next 20 months. A great result for those members, and a warning to employers to ensure that they always pay the legal rate.

List of enterprise agreements made since the 2021 Annual Report

Multi-enterprise agreements

- *Independent Schools ACT (Support and Operational Staff) Enterprise Agreement 2021 (Burgmann Anglican School)*
- *Independent Schools NSW/ACT Standards Model (Teachers) Enterprise Agreement 2021 (Burgmann Anglican School)*
- *Independent Schools ACT (Support and Operational Staff) Multi-Enterprise Agreement 2021*
- *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021*
- *Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021*
- *Independent Schools NSW Teachers (Hybrid) MEA 2021 (2)*
- *Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2021*
- *Independent Schools NSW (Teachers) Multi-Enterprise Agreement 2021*
- *Teachers (Daramalan College, Marist College Canberra and St Edmund's College, Canberra)*
- *Multi-Enterprise Agreement 2021-2024*

Single enterprise agreements

- Independent Schools NSW Standards Model (Teachers) Carinya Christian School Agreement 2022
- Odyssey House Enterprise Agreement 2022
- Reddam House Teachers EA Reddam House Support and Operational Staff EA
- Sydney Church of England Grammar School Teachers Agreement 2022-2024

Early childhood agreements

- Abbotsford Long Day Care Centre Enterprise Agreement 2021
- Binnowie Kindergarten Co-Op Society Ltd Employee Enterprise Agreement 2021
- Braidwood Preschool Association Inc. Teachers' Enterprise Agreement 2021
- ECTARC Teachers Agreement 2021
- Engadine Preschool Kindergarten Teachers Agreement 2022

- Goonellabah Preschool Enterprise Agreement 2021
- Orange Preschool Enterprise Agreement 2021
- Valla Community Preschool Enterprise Agreement 2021-2024
- Werris Creek and District Preschool Employee Enterprise Agreement 2022

English College

- UTS College Language Teachers Enterprise Agreement 2022-2024

Summary of disputes**Disputes by employer**

	2017/18	2018/19	2019/20	2020/21	2021/22
CEO	203	204	142	176	100
CCER	38	40	27	25	14
AIS/Non systemic	192	144	150	161	62
ECS	35	25	39	20	9
Special	-	-	2	1	-
Business colleges	1	2	3	4	-
English colleges	3	11	6	2	3
Post-secondary (other)	2	2	1	2	-
Miscellaneous	4	5	4	1	4
Total	478	433	374	392	192

Disputes by nature

	2017/18	2018/19	2019/20	2020/21	2021/22
Accreditation	3	3	6	6	1
Assessment/appraisal	46	42	34	33	25
Child protection	69	75	55	52	36
Classification	28	17	16	30	2
Conditions	22	20	17	27	7
Disputes/grievance procedures	20	12	9	11	6
Enterprise agreements/awards	17	11	25	13	1
General protection	1	1		2	2
Harassment/discrimination/staff conflict	47	39	45	35	22
Leave - annual/maternity					
sick/long service/other	17	20	22	18	10
Letters of appointment	17	3	8	4	3
Money	48	52	20	27	16
Worker health and safety	4	7	3	2	3
Promotions positions	4	1	2	2	3
Redundancy/amalgamation/ closure/redeployment	41	44	43	47	12
(Forced) retirement	-	1	1		-
Superannuation	2	-		1	-
Temporary appointment	5	5	2	14	2
(Threat) termination/suspension/dismissal	58	57	55	58	36
Transfer (forced)	-	-	-	-	2
Workers compensation	29	23	11	10	3
Total	478	433	374	392	192

Recovery of money

Monies recovered for the year September 2021 to September 2022 were \$1,429,327.

Workers compensation

The union referred seven members to the union's solicitors for advice regarding disputed workers compensation claims this year. As well, some 43

members have ongoing workers compensation matters.

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

Early childhood

Enterprise agreements

The union has been negotiating and renegotiating many enterprise agreements for community-based preschools with good remuneration outcomes and improved workplace conditions for our early childhood members. Many of our teachers are close to, or on pay parity, with teachers in schools and a small number are on above rates of pay compared to their school counterparts. Several larger not-for-profit organisations are up for renegotiation as well.

Pulse

At the beginning of the year, the *Pulse Children's Service Agreement*, which covers teachers working in centres in University of Wollongong, was finalised with percentage increases of 19% over the life of the agreement.

Uniting

Uniting has over 20 services and the IEU has 24 members at Uniting. The renegotiation was set to start at the beginning of the year, but the employer postponed it until November 2022. A pay increase of 2.5% was applied in August and backdated to 1 July. The IEU has had one Zoom meeting and will be holding another before the next scheduled bargaining date with Uniting.

ECTARC

The *ECTARC Teachers Enterprise Agreement 2021* was approved by the Fair Work Commission on 7 July 2022. The agreement applies to 11 early childhood services operated by Illawarra Area Child Care Ltd and covers all early childhood teachers employed by this employer. The agreement provides salaries which are comparable to teachers in schools and delivers salary increases of 10 per cent over the life of the agreement. The agreement is nominally due to expire on 30 June 2025. Under this agreement, teachers can access special leave and wellbeing leave in addition to statutory leave entitlements.

KU Children's Services

Currently, the union is consulting with members, preparing a log of claims for when bargaining begins for a new KU Children's Services EA. The teachers were invited to meetings with organisers throughout the year to provide suggestions to include in a log of claims. The current *KU Children's Services Teachers Enterprise Agreement 2019* expired at the end of 2021.

As far as the union is aware, KU teachers last pay increase was almost two years ago. This is disappointing given the rise in the cost of living and inflation. The IEU contacted the employer several times this year to determine when they intended to commence formal enterprise bargaining negotiations. Their last

correspondence indicated they were finalising the data collected from the Enterprise Agreement Preparation Focus Groups and Feedback Stream and would then contact the union early October.

Shore

The IEU represented our members at Shore Early Learning Centre in bargaining for a whole of service agreement with the Association of Independent Schools of NSW. The previous EA which covered teachers expired in 2018. The union identified several changes needed to the draft to ensure that teachers in the early learning centre had the same conditions as teachers in the rest of Shore School. We are waiting for the AIS to complete the changes before the final draft is given to staff for voting.

Mirrabrook Early Learning Centre

The IEU represented the Mirrabrook staff in negotiations with the Association of Independent Schools NSW for a new EA. The new agreement included an allowance and non-contact time for the educational leader. The staff voted to accept the agreement in September, and it was lodged with the Fair Work Commission later that month.

Other agreements we are in the process of negotiating are: East Willoughby Community Preschool, Jack and Jill Bexley Preschool, Valla Community Preschool, Hamilton Child Care Centre, Gloucester Preschool, East Lindfield Preschool, Arndu, Thurgoona Preschool, Gynea Preschool, Shore Early Learning Centre, The Tower Preschool, Concord West Rhodes Preschool, Canterbury Community Child Care and Barala Jack and Jill Preschool.

Early childhood team

The early childhood team had some major changes during 2022. Verena Heron had extended long service leave and Lisa James was on a year's leave and not expected back until January 2023. With these movements, the union advertised for a 12-month Early Childhood Organiser and Kate Damo joined the team in late January. Kate has worked in early childhood education for many years in a variety of different roles. Most of her experience was in community-based services and in the Department of Education in the ACT. Tina Smith increased her hours from an eight-day fortnight to a nine-day fortnight.

Our early childhood teacher membership is slightly down from last year, but we have been steady with 1171 members. This includes retired, unemployed and student members (146).

ECS Council

Discussions at this year's meetings focused on the workforce shortages in early childhood and the difficulties that services are facing finding staff, particularly casual staff in rural areas. Directors on ECS Council highlighted the issue of their increasing workloads as they are often filling in for absent staff.

Council members spoke about the inequity of funding in early childhood services which creates uncertainty when deciding on pay increases. Other services with greater funding can pass on higher increases to staff wages. This creates inequitable workplaces.

Gabe Connell announced that she will not be standing for re-election in September. The Council discussed potential candidates to fill Gabe's position as Vice President on the Executive. The early childhood team wishes Gabe all the best for the next stage of her life – she will be missed. We thank her for her commitment to the IEUA NSW/ACT Branch as Vice President ECS. During her career, and particularly the past 13 years, she has made an enormous impact advocating for early childhood teachers.

Professional development and conferences

Following the Equal Remuneration Order case, changes to the modern award started from the first pay period after 1 January 2022. To help our members understand these changes, Industrial Officer Michael Wright held an information session in March. His session included information on pay rate increases, a new classification structure and changes to some pay related allowances (director and educational leader).

Early childhood members had an opportunity to hear more about teacher accreditation with a professional development event in April via Zoom. Policy officers from NSW Education Standards Authority (NESA) discussed the different stages of accreditation from Provisional to Highly Accomplished/Lead Teacher.

The August Early Childhood Conference was cancelled for the third year in a row. Despite our best efforts, the number of registrations was not sufficient to run a viable conference. Fortunately, we were able to offer our early childhood members the opportunity to see some of the conference speakers present their material via webinar later in the year.

In September, Sharleen Kelleher, Project Officer Queensland Centre for Perinatal and Infant Mental Health (QCPIMH), ran a webinar on the Birdie's Tree disaster resilience program. Members heard how the program works to help young children process and recover from disasters.

Leadership coach, Sarah Moore, will assist members to reconnect with their 'why' and explore new ways of leading through times of change and uncertainty during her webinar in November.

The Early Childhood Australia National Conference, *Passion to Power: Our Future Profession*, is being held at National Convention Centre Canberra 5-8 October. This year, the IEU will be sending two Organisers, Kate Damo and Tina Smith, and invested in a display booth. Having an IEU booth provides a great opportunity to attract new members and have direct contact with current members.

NSW Education Standards Authority (NESA)

Throughout the year, Kate Damo represented the IEU on the NSW Education Standards Authority Early Childhood Reference Group, attending meetings and consulting on the Teacher Accreditation Reforms.

The IEU expressed concern as some graduate early childhood teachers are not being allocated an Accreditation Supervisor for up to two years from when they begin teaching. This delays teachers from progressing to the next level of Proficient and accessing the pay increase that goes with this.

NESA has proposed under the Teacher Accreditation Reform to have teaching peers as Accreditation Supervisors. This is problematic for small and rural services that have only one or two teachers at the service.

The IEU would like teachers who are appointed as Accreditation Supervisors to be compensated for their time performing the role. Teachers in early childhood services don't have the same amount of non-contact time as teachers in schools.

Furthermore, the draft accreditation manual requires employers to be responsible for having internal procedures for allocating an Accreditation Supervisor. The IEU would like to know how this is going to work in stand-alone services and community-based services, where the employer are the parents at the centre. How is the NESA going to support these services with information and guidelines for developing internal procedures?

Committees and round tables

As part of the *Goodstart Enterprise Agreement 2021*, a Joint Consultative Committee was formed to give feedback to Goodstart on issues that arise from services. This year the IEU was represented by ECS Organiser Kate Damo and ECS Council members Amy Martin and Natalie Leeson. The discussions included the impact of Omicron on the Goodstart workforce, booster mandates for staff and the challenges of Safe Age Based Rostering (part of their enterprise agreement) and the implementation of the Good Call phone line, which enables staff to report unsafe work practices anonymously.

Kate Damo and Megan Bruce attended the Exemplary Early Childhood Educators Research Project Stakeholder Forum at Macquarie University on 15 June.

Tina Smith and IEU Teacher Director member Janene Rox attended the ACTU Workers Delegation to Parliament in Canberra in early August, together with IEUA Assistant Secretary Brad Hayes and their delegate Jo-Anne Desailly.

Janene has been a member since 2016 and has been the Director of Cronulla Preschool for the past seven years. Janene spoke to the Attorney General, various Ministers and MPs about the issues concerning the early childhood sector. She told her personal story which she felt resonated with most of our elected officials. The IEU thanks Janene for her time, expertise, and ongoing commitment to the union movement.

Tina Smith spoke at the annual Social Justice in Early Childhood Conference in Redfern on 30 July. The conference has been running for 16 years and the IEU has always been involved. The three unions, IEU, AEU and United Workers Union, covered topics pertaining to

teacher shortages, rates of pay, enterprise agreements and how to develop advocacy within our sector.

Planning is in progress for the November IEUA NSW/ACT Branch Early Childhood Teachers Reality Round Table. This is a round table for IEU members to share the realities of wages and workloads with Dr Anne Aly, Federal Minister for Early Childhood Education. The program will include Senior Industrial Officer Dr Michael Wright, discussing the Equal Remuneration Order case, and a panel of early childhood teachers.

Thrive by Five

As members of the Educator Action Group, the IEU was part of consultation and development of the Thrive by Five Workforce Action Plan. Kate Damo attended the launch of the Workforce Action Plan at Parliament House (Tuesday 2 August). Key demands of Workforce Action Plan are:

- Fund an immediate pay rise for early childhood educators and teachers, comparable to the salary and conditions of school education sectors.

- Amend the *Fair Work Act* to allow for effective equal pay cases and sector level bargains to better reflect the professional value of the work performed by early childhood educators and teachers.
- Put the National Early Childhood Education and Care Workforce Strategy on the Jobs and Skills Summit agenda.
- Establish a process for sector collaboration around longer-term early childhood education and care workforce reform to consider tertiary education of educators and teachers, developing mechanisms for better addressing First Nations and culturally diverse needs in the sector, more support for staff retention and attraction, including in under-represented cohorts and prioritising early childhood education and care jobs in local skills and employment planning.

Tina Smith
Kate Damo
Organisers

Support staff

Pay parity in Catholic systemic schools

The NSW Department of Education and the Public Service Association (PSA) reached a consent agreement in 2019 that provided wages adjustments and substantial wage increases for school administrative and support staff in government schools. The outcome was based on pay equity principles, with the work being historically undervalued as it was primarily done by women.

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, the rates have been comparable, but the classification structures in the relative industrial instruments differ, making straight comparisons more difficult.

With the *Catholic Systemic Schools Enterprise Agreement 2020*, the union sought to flow on the wage adjustments from the PSA outcome for the corresponding general employees in Catholic systemic schools. However, there was no resolution of this aspect of the union's claim, with the employers holding that the differences in the industrial instruments were too significant. The parties agreed on the establishment of a joint IEU-CER working party, to assess and review the relevant occupational groups, in terms of work performed, wage rates and related employment conditions in NSW government schools and Catholic systemic schools and to identify and report on any pay differentials between those comparable classifications. The working party of 10 commenced these tasks in February 2021.

Union officers and the Support Staff Advisory Committee undertook an extensive consultative process with our members, to gather information and data for the working party's consideration.

The working party throughout 2021 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.

The report of the working party was finalised and presented to the IEUA NSW/ACT Branch Executive and diocesan directors on 9 December 2021. The Terms of Reference of the working party, however, have prohibited a general publication of the report. The working party's findings were clear. Although there are differences, the roles across all the occupational groupings are of a like nature. Comparability was firmly established for relevant Level 4, 5 and 6 employees working as: classroom and learning support employees; clerical and administrative employees and Aboriginal Education Workers.

The establishment of the comparability of these roles has seen the union and the employers agree that pay parity is

warranted, but the employers are seeking to further delay its implementation. Diocesan employers have endorsed in-principle the IEU claim for increases to support staff pay, though no actual figures were agreed, nor alternatives proposed. The lack of fair wages for support staff being a key claim of the current industrial campaign.

Support staff members have actively participated in the industrial campaign. The full day stop-work held on 27 May and the joint day of action on 30 June was supported by members who attended rallies at 10 locations around NSW and the ACT. Support staff ensured their voices were heard by addressing the rallies and speaking with the media.

COVID-19

The COVID-19 pandemic continued to significantly impact school support staff throughout the last 12 months with vaccine mandates from November 2021 for all staff in schools and continuing outbreaks among students and staff in NSW. The NSW Government implemented Public Health Orders requiring all school staff to be fully vaccinated from 9 November 2021 though to 13 May 2022. Other measures such as masks were also required of all adults and high school students. School-based staff who were not fully vaccinated were unable to work with many being required to access their accrued leave, stood down without pay or terminated from their roles. Issues associated with underlying medical complications, availability and access to vaccines, as well as vaccine hesitancy were prominent for members.

Industrial agreements

Several enterprise agreements covering support staff working in the independent school sector have been finalised over the last year, with new agreements for support and operational staff non-teacher members as follows:

- *ACT Christian Schools General Staff Multi-Enterprise Agreement 2021*
- *NSW Christian Schools General Staff Multi-Enterprise Agreement 2020-2023*
- *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021*
- *Independent Schools ACT (Support and Operational Staff) Multi-Enterprise Agreement 2021*
- *Support and Operational Staff Enterprise Agreement 2021-2024, Seventh-day Adventist Schools (NSW) Limited.*

For more details on these agreements, please see the Industrial Annexure of this report.

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. Over the last year, members of the committee have participated in the joint IEU/CER working party, planning for the biennial Support Staff Conference, developing the wages claim, as well as the in the development of recruitment strategies, training opportunities and union communications.

International World Support Staff Day is celebrated annually on 16 May. Union members were encouraged to host a morning tea to celebrate the vital role support staff play in their school. The official theme established by Education International was 'Decent Work'. However, this was modified to link with the industrial campaign for 'Decent pay and fair conditions'. Vice President Support Staff Carolyn Collins acknowledged the day for members in a video message, encouraging them to make sure the employers could 'Hear our (collective) Voice'. Members were asked to share pictures of their celebration.

Communications

The *Gaining Ground* e-news has continued to be published and distributed throughout 2021-2022. 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. Members are encouraged to share their *Gaining Ground* e-news bulletin 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 Branch support staff members has seen some growth and significant activity over the last year. The group currently has 396 members. It is an invaluable way to communicate with our support staff members, allowing for quick distribution of information on matters of interest to them. The format also 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.

Training opportunities

Due to COVID-19 lockdowns, the 2021 Support Staff Conference, 'Change – the New Normal' scheduled for 13 August 2021 was postponed to May 2022. With the escalating COVID-19 situation throughout January and February, coupled with residual concerns regarding larger gatherings, the organising committee explored the option of running the event as a pared down half-day online forum. However, with the likelihood of a protracted industrial campaign, including protected action ballots and strike action being a reality by early April, the decision was made to cancel the event. Such events need the co-operation of the employers. It is essential in granting members release from duties to enable their attendance, permission being difficult to obtain in the throes of industrial dispute. The biennial conference is a key event for our support staff members and the organising committee will commence planning for the 2023 conference in the coming months.

The last two years have opened up opportunities for the union to engage with a greater number of members, as connecting on platforms such as Teams and Zoom has become normal. Support staff members have embraced this, and we have seen increased participation in a wide range of union activities such as IEU Reps training days, the online women's forums and a wide range of online training and professional development sessions.

Membership

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	43

On 19 September 2022, membership data shows current financial support staff members accounted for 6330 members, which equates to 19.5% of the union's overall membership. Support staff membership has grown by an extraordinary 34 per cent over the last 12 months.

Iain Bailey
Carolyn Moore
Industrial Officers

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-19, extreme weather events (including severe flooding in the Northern Rivers and Hawkesbury areas) and staff shortages in schools. All schools have been affected by the requirement to move quickly and flexibly to address these situations and principals have been at the frontline of supporting their students, staff and school communities.

IEU Principals' Sub Branch held its AGM on 19 February, with 7 May and 6 August meetings held as hybrid face-to-face and Zoom meetings. The Term 4 meeting is scheduled for 5 November. The union thanks Noeleen O'Neill, Kathy Neely, Jude Ryan and Des Fox for their leadership on the Sub Branch Executive, and also values the contribution of Noeleen O'Neill and Alex Wharton as delegates to IEU Council.

At its May meeting, the Principals' Sub Branch expressed its sincere appreciation to Therese Seymour from the Lismore Diocese for her contribution to the sub branch over many years and wished her well for the future. Similar appreciation is extended to former Wagga Wagga Diocese principals' rep Alan Le Brocque as he moves to retirement.

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 an EA update Zoom meeting with NSW/ACT Catholic systemic principals on 5 April and with Maitland-Newcastle Diocese principals on 5 September in relation to a proposed restructure of system operations and services. Planning is underway for further online principals' gatherings. A Zoom meeting of principals in independent schools is scheduled for 27 October.

Appreciation is also expressed to those principal members who participate in IEU committees, conferences and other activities, noting the challenges of COVID-19, staff shortages and other pressures on schools. Principal members have contributed to the IEU's online PD program, to union publications including *Newsmonth* and *IE*, and have participated in 2022 IEU delegations to visit NSW MPs in relation to staff shortages issues.

Celebrating the work of principals

In 2022, Australian Primary Principals' Day was celebrated on 5 August with a focus on the vital role of K-6 principals in providing the dedication, expertise, leadership and

courage to enable young people to thrive. In the words of the new Federal Education Minister Jason Clare, "We thank and celebrate every primary principal - the work that you do changes lives."

First launched in 2016, IEU *Headlines* enews provides valuable updates on issues relevant to principals and other school leaders. This year's *Headlines* have included interviews with Parramatta Diocese principal member Bernadette Fabri and with Sydney Archdiocese principal member Justin Coupland who was recognised in *The Educator* Primary Principal of the Year excellence awards. 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.

The IEU congratulates Sydney Archdiocese principal member Kerrie McDiarmid who in 2023 will become the first woman principal of St Mary's Cathedral College as it transitions to become a K-12 co-educational school.

It has also been a great pleasure for the IEU during the past year to recognise many principal members for their 30 or 40 years of loyal IEU membership.

Catholic systemic enterprise agreement negotiations

The enterprise agreements (EA) currently covering principal members in Catholic systemic schools are being renegotiated within the context of the negotiation of other Catholic systemic EAs.

While systemic principals are not covered by the Protected Action Ballot Orders (PABOs) in place for almost all Catholic systemic teachers and support staff, the IEU is very appreciative of the great support of principal members for the Hear Our Voice campaign and for initiatives to address the teacher shortages such as the mobile billboard visits to schools and the letters and visits to NSW MPs.

As well as the salary claim, other issues raised as part of the IEU EA claim for principals include the need for genuine employer commitment to principals' wellbeing, with specific practical measures to support principals.

Classification and remuneration issues include:

- addressing some current anomalies in Sydney Archdiocese EA salary band levels which can disadvantage experienced principals who move to another school
- reviewing the impact and operation of the current limit on a principal remaining for more than 10 years in the same school in the Sydney Archdiocese
- ensuring that the interests of principals are better protected when schools are closed, amalgamated or restructured, including the importance of genuine consultation and salary maintenance for an agreed 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 and special needs)
- 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 is ongoing consultation with IEU systemic principal members to seek to advance the EA negotiations.

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 27 October with a focus on principals' roles, workloads, and the national and NSW/ACT education agendas.

Employment security and conditions

During the past year, discussions have been held with some Catholic dioceses, with the AIS, and with 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
- 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 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:

- NESA and TQI operations and processes
- COVID-19 issues continuing to impact on schools and their communities
- funding and resourcing of schools
- First Nations education issues
- support for students with disabilities and other special needs, especially in regard to the Nationally Consistent Collection of Data processes
- ongoing debates about NAPLAN, including its timing in the school year, the learning areas to be assessed, and the reporting timeline
- Senior Secondary Student Pathways and access to TAFE/vocational education options.

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 and are at the forefront of dealing with many of the recent challenges facing schools, they have continued to support their colleagues and to exercise leadership at workplace and community levels. Whatever 2022 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

Post-secondary colleges

This was another difficult year for the post-secondary sector, but by the time of writing, it's becoming increasingly clear that the catastrophic conditions that have befallen the industry in recent years have eased considerably, and that recovery is underway.

The post-secondary sector encompasses a range of private colleges, from English (ELICOS) to business, vocational, and community colleges. Most of these colleges are heavily or entirely dependent on international students, and with Australia's international borders slammed shut for two years to fight the pandemic, many colleges really struggled to survive – and many did not.

Consequently, IEU membership in the sector was both invaluable to those who had it, but greatly impacted overall. Many long-standing members lost their jobs, with a large number either retiring or moving to different employment.

Despite these pressures, overall membership in the sector has stayed remarkably stable over the last 12 months, with numbers staying roughly the same as last year, with 248 members across the various iterations of the post-secondary field. Indeed, this year has seen a modest increase from 2021, with 36 new members since last September, and a net gain of seven.

Despite the difficult conditions, the IEU has achieved some real gains for members in the sector, with bargaining progressing at several colleges, gaining some decent pay rises (2.5% per annum or better), and losing little or nothing from existing benefits. The IEU has also fought off an attempt by one college, EF International, to terminate its agreement.

Individual members have also appreciated the value of their IEU membership, with the union acting for several members in unfair dismissal matters – and given the fast and loose approach to employment in many of these colleges, this assistance is more often than not successful. The union has also been successful in chasing up underpayments and unpaid super (again, a chronic issue in the industry), with one college agreeing to repay an unpaid wages bill of more than \$100,000, following pressure from the union.

The industry is not yet out of the pandemic woods, but with borders now reopened and international students starting to return, 2023 promises to be the best year since COVID-19 first emerged, and with that, some real opportunities for the IEU.

Kendall Warren
Organiser

Membership statistics and school visits

Member Type/School Category

Support Staff

Business Colleges	13
ECS	54
English Colleges	15
Life Education Centres	1
Non Systemic	1,003
Other	14
Special Schools	1
Systemic	3,132
Systemic Advisors/Consultants	133
Without Category	88
Non Systemic (Catholic)	342
Sub total	4,796

Teachers

Business Colleges	69
ECS	1,108
English Colleges	155
Life Education Centres	21
Non Systemic	6,262
Other	45
Special Schools	305
Students	337
Systemic	15,801
Systemic Advisors/Consultants	442
Without Category	1,267
Non Systemic (Catholic)	1,707
Sub total	27,519
Total	32,315

Members and Schools by Sub Branch

Sub Branch – City	Schools	Members	EC Centres	Members	Colleges	Member	Other	Members
Central Coast	38	845	126	29	5	11	0	0
Central Metropolitan	107	2,099	256	126	215	79	2	1
Cumberland	104	2,691	285	59	29	16	0	2
Ku-ring-gai	51	971	141	53	10	4	0	0
Lansdowne	91	2,579	276	31	31	16	0	0
Metropolitan East	67	1,389	157	66	20	54	1	2
Northern Beaches	38	645	128	50	11	6	0	0
Northern Suburbs	65	1,280	206	97	31	7	1	0
Penrith Blue Mountains	78	1,841	210	37	11	2	1	21
Southern Suburbs	64	1,838	274	98	12	7	0	1
Total city schools								3,142
Total members in city schools								17,053
Sub Branches - Regional	Schools	Members	EC Centres	Members	Colleges	Member	Other	Members
ACT/Monaro	68	1,605	92	41	10	5	1	1
Central West	92	1,203	142	43	4	1	0	0
Hunter Valley	128	2,674	303	132	18	2	0	2
Mid North Coast	48	975	116	28	3	2	0	0
North Coast	58	1,061	123	47	7	0	0	0
North West	50	793	100	26	2	0	0	0
Riverina	57	1,031	120	76	7	1	0	1
South Coast	101	2,756	385	115	21	4	0	0
South East	46	781	109	33	1	0	0	0
Total regional schools								2,212
Total members in regional schools								13,439

Sub Branches - General

	University	Members
Principals		578
Students	89	337
Unemployed		198
Retired		701
Other/Life		9
Total general schools (University)		89
Total members in general schools (University)		1823

Schools by Category**Systemic Advisors**

Systemic Consultants	35
Non Systemic Consultants	10
Sub total	45

Systemic	
MEA Non Systemic Catholic	1
Systemic Both	23
Systemic Primary	438
Systemic Secondary	126
Sub total	588

Students	
ECS	30
Primary	7
Secondary	6
Primary/Second	46
Sub total	89

Special Schools	
AIS MEA Hybrid-Special	23
MEA – Special	3
Special Schools	49
Non Systemic - Special (Catholic)	4
Sub total	79

Non Systemic	
AIS MEA 3 Band Schools	137
AIS MEA Hybrid (No SAO)	4
AIS MEA Hybrid-Both	32
AIS MEA Hybrid-Primary	36
AIS MEA Hybrid-Secondary	25
Christian Parent Controlled Schools	19
Christian Schools Australia	56
MEA - Consultants	1
MEA - Secondary	15
MEA - Primary	11
MEA Both	7
Non Systemic - Both	37
Non Systemic - Both (Catholic)	8
Non Systemic - COASIT	2
Non Systemic - Misc (Catholic)	10
Non Systemic - Primary	30
Non Systemic - Primary (Catholic)	6
Non Systemic - Secondary (Catholic)	31
Non Systemic Secondary	55
Seventh Day Adventist	24
Sub total	54

Life Education Centres	
Post secondary LEC	5
	Sub total 79
English colleges	
Post-secondary English colleges	142
Post-secondary MISC	106
	Sub total 248
ECS	
AIS MEA Hybrid-ECS	14
ECS - Early intervention	69
ECS - Employers	27
ECS - Long Day Care - Not for Profit	325
ECS - Long Day Care - Not for Profit - Area Health Service	13
ECS - Long Day Care - Not for Profit - Goodstart	137
ECS - Long Day Care - Not for Profit - Integricare	7
ECS - Long Day Care - Not for Profit - KU	57
ECS - Long Day Care - Not for Profit - Lady Gowrie	9
ECS - Long Day Care - Not for Profit - Mission Australia	17
ECS - Long Day Care - Not for Profit - SDN	28
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	181
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	550
ECS - Preschool - Not for Profit - KU	61
ECS - Preschool - Not for Profit - Uniting Care Directly Managed Service	13
ECS - Preschool - Not for Profit - Uniting Shared Governance	15
ECS - School Conditions	109
ECS - Long Day Care - Private	1,722
ECS - Long Day Care - Private-Big Fat Smile/GoodStart	18
ECS - Out of School Hours Care	5
	Sub total 3,546

Business colleges	
Business Manager	1
Post-secondary business colleges	60
Community colleges	56
Community Colleges Australia	44
Out-of-school tutoring colleges	34
Vocational education colleges/registered training organisations	99
Sub total	294

Miscellaneous	
Miscellaneous	3
Sub total	3
Total schools	5,443

Classification - Number of Members	
FULL130 & FUL30Disc	2,615
FULL115 & FUL115Disc	3,638
FULL & FULLDisc	11,969
PART.8 & PART.8Disc	1,797
PART.6 & PART.6Disc	2,005
PART.5 & PART.5Disc	687
PART.4 & PART.4Disc	1,252
PART.2 & PART.2Disc	355
Casual - Teacher	1,378
Leave - Teacher	136
Maternity - Teacher	471
Unemployed - Teacher	176
Retired - Teacher	660
CASEXT/SESSIONAL	30
EXEMPT (Students/Teacher Exchange/Nurse Dual)	338
LIFE	9
FULLSU & FULLSUDisc	1,976
PART30 & PART30Disc	1,609
PART20 & PART20Disc	907
PART10 & PART10Disc	134
Trainee/Apprentice	5
Casual - Support	83
Leave - Support	13
Maternity - Support	10
Unemployed - Support	22
Retired - Support	40
Total members	32,315

Systemic Advisors	
Systemic Consultants	0
Systemic	
Systemic Both	45
Systemic Primary	572
Systemic Secondary	223
Non Systemic - Special (Catholic)	5
MEA Non Systemic Catholic	0
Students	
PECS - Students - ECS	0
PRIM - Students - Primary	0
SEC - Students - Secondary	1
MS - Miscellaneous- (Deleted Category)	0
PS - Students - Primary/Secondary	2
Special Schools	
Special Schools	1
MEA - Special	2
AIS MEA Hybrid - Special	5
Others	
School Closed	0
Non Systemic	
Non Systemic - Primary	3
Non Systemic Secondary	7
Non Systemic - Both	3
Non Systemic - Misc (Catholic)	4
Non Systemic Consultant	0
Non Systemic - Primary (Catholic)	2
Non Sytemic - Both (Catholic)	12
Non Sytemic - Sec (Catholic)	23
Non Systemic - COASIT	0
Christian Schools Australia	6
Christian Parent Controlled Schools	2
Seventh Day Adventist	7
AIS MEA 3 Band Schools	63
Community Colleges Australia	0
MEA Both	7
MEA - Consultants	0
MEA - Primary	0

MEA - Secondary	5
MEA - COASIT	0
AIS MEA Hybrid-Primary	4
AIS MEA Hybrid - Secondary	7
AIS MEA Hybrid - Both	11
AIS MEA Hybrid (No SAO)	2

Life Education Centres

Post Secondary LEC	0
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English Colleges

Post-Secondary English Collage	8
Post-Secondary Business Collage	0

ECS

ECS - Early Intervention	0
ECS - Preschool - Community Based	44
ECS - Long Day Care - Private	5
ECS - Long Day Care - Acrewoods	0
ECS - Long Day Care - Only About Children	0
ECS - Long Day Care - Not for Profit	7
ECS - Long Day Care - Not for Profit - Goodstart	1
ECS - Long Day Care - Private - Little People	0
ECS - Long Day Care - Affinity	1
ECS - Long Day Care - Private - Active Kids	0
ECS - Long Day Care - Private - Guardian	80
ECS - Long Day Care - Not for Profit - KU	2
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	1
ECS - Employers	0
ECS - School Conditions	5
ECS - Long Day Care - Private - Montessori Academy	0
ECS - Long Day Care - Not for Profit - SDN	0
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	1
ECS - Preschool - Not for Profit - Uniting Care Directly Managed Service	3
AIS MEA HYBRID - ECS	1
ECS - Long Day Care - Not for Profit - Uniting Shared Governance	0
ECS - Pre School - Not for Profit - Uniting Shared Governance	5
ECS - Preschool - Not for Profit - KU	5
ECS - Out of School Hours Care	0
ECS - Long Day Care - Private - Big Fat Smile/Goodstart	0

Catholic Independent	
MEA - Catholic	0
Business Colleges	
Post-secondary Misc	1
Business Manager	0
Vocational Ed Colleges	1
Community Colleges	0
Out-of-school tutoring colleges	0
AIS MEA Hybrid post-secondary	0
Total visits	1115

Recruitment and organising

The IEUA NSW/ACT Branch ends the year in a very strong position with more than 32,000 financial members – an increase of 1.98 per cent from this time last year. Most of this growth has occurred in the Catholic systemic sector as the Hear Our Voice campaign resonated strongly with staff in Catholic schools. Reps and activists have done a terrific job in recruiting colleagues to the cause, facilitating chapter meetings and visits from IEU officers.

Hear Our Voice campaign

The one single statistic that highlights most clearly the effectiveness of the union's organising efforts during the Hear Our Voice campaign is the fact that 591 out of 596 (99.1 per cent) of Catholic systemic school chapters across NSW and the ACT chose to participate and were successful in the protected action ballot. Never have we seen so many support staff members, primary and secondary teacher members, across so many chapters, engaged in an industrial campaign.

From the moment the Executive endorsed industrial action, the publications/communications team and membership departments, industrial officers and organisers, along with our administration staff, laboured with a single purpose to engage our Catholic systemic school members in the union's first full day stop-work in 18 years. The success of these actions was ultimately dependent on the work of reps and activists in each of the union's individual chapters. The support of seasoned stalwarts was invaluable. What was equally appreciated were the members who rose to the occasion and volunteered to be reps in chapters that did not have a functioning chapter committee and those 'ordinary' rank and file members who encouraged non-members to join and participate in the campaign. It is also worth acknowledging the support of so many of our principal members who offered words of encouragement to their staff for taking a stand for the teaching profession and for better salaries and conditions for support staff.

Independent schools

Around 330 independent schools are covered by agreements negotiated by the IEU. Most of these schools are midway through their agreements. There are approximately 50 independent schools that are not covered by a union-negotiated agreement and whose employees therefore are covered by the modern award. The modern award provides no entitlement to paid parental leave and offers substandard entitlements to other forms of leave. Pay rates under the modern award are paltry when compared to those paid in government, Catholic and independent schools on union negotiated agreements. Typically, union membership density is low in these schools. It remains a collective challenge

to organise these schools to gain majority support to commence negotiations for agreements that ensure members within them do not fall further behind industry standards.

New member survey

All new members are invited to participate in our new member survey. Each month all participants go in the draw to win a \$100 gift card. Teachers Mutual Bank (TMB) sponsors this initiative and approximately 40 per cent of our new members participate in the survey.

May 2022 was the most successful single month of member recruitment in the history of the union (1700 members) and, as a result, we awarded four gift cards to celebrate.

The quick survey (less than five minutes) is designed to keep us informed as to how and why members come to join the IEU. The aim is to assist us in best directing our resources and efforts into recruiting members into our union.

The top three reasons given by members for joining the union are:

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

The top two responses to the question, 'How did you hear about the IEU?' are:

- the rep at my workplace told me about the IEU
- another worker told me about the IEU.

Every member has the capacity to increase the influence of our union. Your colleagues trust their peers, and word of mouth remains the best means to increase chapter density. Congratulations to each member who has encouraged a colleague to join their union.

Staunch members

In 2021, the union extended 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. Members who reached 30 years of continuous membership received a 30-year badge either in person where possible or through the post where not. (The 30-year acknowledgment was initiated in 2013.) Members who reached 40 years of continuous membership have been presented with a compendium. A dozen members have been with the IEU (AMMA and the ITA in earlier years) for more than 50 years.

Departing members

As part of our member retention efforts, the membership department and IEU organisers make multiple attempts to contact lapsed members and try to get them to renew or, at the very least, provide a reason as to why they have decided not to keep their membership current. Of those who have resigned in 2022, all but 7.2 per cent have provided a reason for leaving the union. The top four reasons for leaving the IEU in 2022 are:

- no longer working in the education sector/left teaching (22.9 per cent of all resignations)
- retirement (21.4 per cent)
- gone to public sector/not in non-govt. sector/left current workplace (13.1 per cent)
- moved interstate/overseas (7.2 per cent).

These top four reasons include people who can no longer be represented at an industrial level by the IEU and total 64.6 per cent of all resignations. The top reason for leaving in 2021 was 'financial reason'. This became the fifth reason in 2022.

Tertiary initiatives

The number of student members has declined from 655 to 337 (48.5 per cent) since this time last year. Most education expos at universities remain online and our capacity to recruit student members is significantly curtailed. Although some universities have moved back to in-person expo days, our efforts to recruit student members have not been anywhere near as successful as they were in the pre-pandemic years.

Our ECS team have done Zoom sessions at Western Sydney University and at Wollongong University. ECS organiser Kate Damo attended the Exemplary Educators at Work Forum at Macquarie University in June. The IEU was a partner on this research project. An article

appeared in *Bedrock* about the findings. ECS organisers Kate Damo and Tina Smith attended the launch of the Centre for Early Childhood Research at Macquarie University in July.

IEUA organising forum

The IEUA NSW/ACT Branch will be hosting the IEUA organising forum in Sydney on 17-18 November. The theme of the workshop will be 'Organising for Engagement'. Ordinarily an annual exercise, this will be the first workshop since October 2019. Organisers from other state branches will be joining their NSW and ACT counterparts at the IEU's Sydney office and at NSW Trades Hall to refine their organising skills.

A collective responsibility

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 productive and is greatly appreciated by the membership department. IEU administrative staff work diligently through the lists, contacting members who have become unfinancial.

Keeping our union strong is a collective responsibility. I acknowledge every member who has taken the time to speak with a potential member and explain to them the importance of union membership for them as individuals and for all of us who believe in the dignity and rights of workers and in the importance of standing together to advance education.

David Towson
Organising Coordinator

Professional engagement

Amplifying the voice of the profession has been the primary focus of the union's professional engagement in 2022. Advocating for substantial and genuine measures to restore professional autonomy, and providing employers with solutions to address workload issues, have long been essential elements of core union work. This work has assumed even greater importance against the backdrop of the teacher shortage crisis.

Engagement with peak bodies

New South Wales Education Standards Authority (NESA) and the ACT Teacher Quality Institute (TQI)

The IEU has representatives on the Boards of NESA and TQI and in sub-committees such as NESA's Policy Advisory Committee and the TQI Teacher Professional Registration Committee.

The IEU's presence in these forums allows the union to represent the perspectives of teachers and support staff and raise issues related to the impact of proposed decisions before they are finalised by education authorities. It also provides the leadership of the union with insights into emerging issues and areas of ongoing and future advocacy.

NSW Curriculum Reform Stakeholder Forums

The IEU has continued to engage with the NSW Curriculum Reform Stakeholder Roundtable Forums in 2022. We have repeatedly emphasised the importance of appropriate consultation with teachers, especially in light of the large number of syllabuses being delivered in a short timeframe. While NESA is constrained by the delivery timetable established by the NSW Government, it has responded to feedback provided by the IEU and other stakeholders by committing to provide additional consultation periods and appropriate support materials.

NESA Syllabus Writers and Technical Advisory Groups

One avenue for increasing representation during the decision-making stages of syllabus development is through the engagement of union members with the Syllabus Writer and Technical Advisory Group forums convened by NESA. Members nominated by the IEU for these roles have the opportunity and the responsibility of raising workload issues related to the construction or implementation of new syllabus documents. The IEU believes that this representation increases the likelihood of successful transition of the syllabuses at school level and provides the opportunity for problematic proposals to be modified at the development stage.

Although the teacher shortage inevitably reduced the availability of teachers to participate in these forums in 2022, the IEU is grateful to all those who were able to nominate and who are representing the union and their fellow members through this work.

The Australian Institute for Teaching and School Leadership (AITSL) Australian Teacher Workforce Data (ATWD) Survey

The Australian Teacher Workforce Data (ATWD) survey is distributed by the regulatory authorities in participating states, NESA and TQI in NSW and the ACT respectively. The number of participants has been steadily increasing over time. However, as the survey is intended to be a longitudinal study, the ATWD is trying to encourage greater workforce participation, particularly from teachers who are currently classroom practitioners.

The ATWD confirms the IEU's public statements and corroborates our own survey data, which indicates that teachers are undertaking workloads far in excess of their paid hours and spending substantially more time on administrative tasks than on preparation for face-to-face teaching. It also provides support for our view that, along with uncompetitive salaries, workload is the primary issue driving the current teacher shortage crisis, as it impacts both the recruitment and the retention of teachers.

The IEU has agreed to assist AITSL by using the ATWD communications package to raise the awareness of the survey among our teacher members. We believe that more representative data assists our advocacy with employer groups, regulatory authorities and state and federal government education agencies. We hope that increasing the cohort of respondents will be mutually beneficial.

Online Formative Assessment Initiative (formerly driven by AITSL)

The IEU has continued to engage with the Online Formative Assessment Initiative by participating in the Teacher Practice Reference Group throughout 2022. At the time of writing, the Education Ministers had not met to confer approval on the proposed Beta stage of this project, now titled the Teaching Tools Network. Should ministerial approval be granted, the IEU will continue to be represented in the reference group. The IEU has consistently asserted that, should the network reach maturity and be rolled out nationally, the accompanying information for schools must insist on the primacy of professional judgement, with teachers retaining the right to determine the best use of the Teaching Tools Network for their students. This autonomy should be extended to the professional development modules being created to support the network, allowing teachers to opt in to the most appropriate training level, according to their previous engagement with professional development on formative assessment and their current needs.

Professional development

During 2022 the IEU engaged in good faith with NESA's new Accreditation of Professional Development Courses Policy (2021).

Despite numerous frustrations arising from duplicative and excessive details required in the application form, a change in requirements midway through the process and delays in ratification, the union received approval for the delivery of seven accredited courses, providing 14 hours of accredited PD for members in NSW. One course for casual teachers failed to receive approval and will consequently be delivered as elective PD during Term 4.

The accredited behaviour management courses delivered in Term 1 were extremely popular, with a repeat of each session being necessary when the initial sessions were over subscribed. These sessions will be repeated for the third time in Term 4, along with three new accredited courses. Eight courses were also approved by TQI during this period. In addition, the IEUZone continues to provide an extensive range of courses for members wishing to access elective PD hours.

The IEU is aware that many schools are struggling to navigate the application process and meet the criteria to accredit their own school-based professional development, and that other previously endorsed providers have also had trouble. For some, this has resulted in an inability to provide accredited PD at all in 2022. The dearth of accredited PD in any area except curriculum is a looming problem for NESA and for teachers. The issue is currently masked by the maintenance of accreditation extension provided to more than 50,000 pre-2004 teachers, the vast majority of whom have fulfilled their 100 hours of mandatory professional development and will not need to access further hours until after their next cycle commences.

The IEU has provided comprehensive feedback to NESA on the problematic aspects of the application process and the impending problems with access to sufficient accredited professional development hours.

Accreditation

Members would be aware that amendments to the *Teacher Accreditation Act* have necessitated changes to NESA's rules and consequently to the Accreditation Manual. The union has been engaged in regular and extensive consultation over the course of the year on the ramifications of these changes.

One of the most significant shifts is the transfer of responsibility for accreditation decisions from current Teacher Accreditation Authorities to NESA, to take place on 29 November 2022. The IEU has long held concerns about the inequitable experience of the accreditation process reported by our members, whether that be achieving accreditation at Proficient Teacher level or maintaining at Proficient Teacher level. As the sole Teacher Accreditation Authority for NSW, NESA should be able to provide clarity about the mandatory evidence and practice obligations, thereby eliminating duplicative and unnecessary layering of requirements that currently cause concerns in some schools. At the time of writing, the advice and support materials to accompany the new policy have not yet been finalised by NESA. The IEU will continue to remain closely engaged in consultation with NESA as these resources are developed. We are particularly seeking more information on how the advice materials will provide guidance to employers regarding their internal processes

related to accreditation. Of equal concern is the need to ensure that the advice documentation provides sufficient detail to clarify the arrangements for early childhood teachers, whose specific circumstances make the accreditation process more challenging overall.

Maintenance of accreditation arrangements for full-time pre-2004 teachers have been a recent focus of attention, as teachers and employers become more aware of the extended maintenance period which applies to this cohort. Due to the extension to the deadline provided by NESA, as a response to both the pandemic and the workload implications of finalising maintenance of accreditation arrangements for such a large group, the submission window for full-time pre-2004 teachers opened in April of 2022 and will close in December 2023.

NESA has advised all full-time pre-2004 teachers who have completed their 100 hours of professional development that they can finalise their first maintenance of accreditation cycle this year if they wish. Unfortunately, this communication has been variously interpreted as a direction to submit during 2022, causing consternation in some schools.

Some confusion has also arisen due to the mechanics of eTAMS, which will continue to show a 2022 due date for members of the pre-2004 cohort who have been teaching full time since 2018. This is also confusing for employers. In an effort to make sure none of their teachers fail to maintain their accreditation, many have relied on the eTAMS due date when reminding their pre-2004 full-time teachers to submit before the end of this year. NESA has explained that the due date on eTAMS will continue to show December 2022 until a teacher from this cohort elects to finalise their first maintenance of accreditation cycle, even if that is not until next year.

There are pros and cons for teachers to consider when determining the timing of their submission to complete the first maintenance cycle. The IEU has provided information on the IEU website and through *Newsmonth* articles to assist teachers considering their options.

Experienced Teacher Accreditation Band 3 October 2021 to September 2022

Support for teachers undertaking Experienced Teacher accreditation in independent schools has continued in 2022.

Ninety-five members who were given support in 2021 were successful in achieving Experienced Teacher accreditation and a \$14,000 increase in salary.

There has been a change in the way assistance is delivered due to COVID-19. 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.

The evidence collection period for the 2022 cohort was from May 2021 to September 2022.

This was affected due to COVID-19, lockdowns and remote learning and made it difficult for members to have classroom observations and collect evidence.

In 2022, there has still been a need for the IEU to continue to provide intensive support for the Experienced Teacher process. The level of support offered by schools remains inconsistent, with some schools providing excellent level of support to schools that offer very little or no support at all.

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.

The AIS and the ISTAA council are currently reconceptualising Experienced Teacher Accreditation in time for applicants commencing in 2024. There are some changes for the 2023 cohort. The testimonial based on two classroom observations will be replaced by a principal attestation and schools may have different approaches to how members meet this requirement.

Currently, members are required to have documentary evidence for 20 descriptors, five are met by the Head of School report, four by references and eight via the testimonial.

In 2023, there will be 23 descriptors met by documentary evidence. Five may be demonstrated by a classroom observation, but this is optional. The Head of School report and the testimonial will be combined into the principal attestation which is a checklist and will meet 14 descriptors. This will ease the workload on supervisors but there needs to be clear guidelines for school as to the evidence, if any, required to meet the principal attestation. The option to meet four descriptors with a reference has been removed. There needs to be consultation between the AIS and the IEU to discuss future changes.

In 2022, the IEU provided support for members in the following schools:

Al Faisal College Campbelltown, Al Sadiq Greenacre, Amity College, Broughton Anglican College, Danebank School, The French School, The German International School, Green Valley Islamic, The Hills Grammar School, International Grammar School, Inner Sydney Montessori, Kinross Orange, Malek Fahd Islamic School Greenacre and Hoxton Park, Meriden School, Moama Grammar, Newington College, Oran Park Anglican College, PLC Croydon, Ravenswood School for Girls, Richard Johnson Anglican School, Rouse Hill Anglican, Santa Sabina College, The Scots College Bellevue Hill, St Andrew's Cathedral School, St Peter's Anglican College Campbelltown, 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.

The Nationally Consistent Collection of Data process in NSW and ACT schools

After collaboration between the Department of Education, Skills and Employment and the IEUA NSW/ACT Branch throughout 2021, the NCCD Evidence Fact Sheet was launched in November of last year. Following the launch, the union sought a second round of meetings with all peak employer bodies (Catholic Schools NSW, the Association of Independent Schools NSW and Christian Schools Australia) to discuss the NCCD Evidence Fact Sheet and its implications for system and school requirements. Meetings also took place with relevant senior personnel in the 11 Catholic dioceses.

Our March *Newsmonth* publication carried a four-page lift out promoting the NCCD Evidence Fact Sheet and two online meetings were offered to allow members the opportunity to familiarise themselves with the NCCD Evidence Fact Sheet and ask questions about how it might be utilised in their local context. It is our intention to run a follow up survey before the end of this year to gauge the impact of the NCCD Evidence Fact Sheet and to identify obstacles to its successful implementation. We also plan to offer further information sessions in Term 4.

Engagement with the Department of Education, Skills and Employment Assurance Branch has also been ongoing throughout this year, as the union continued to initiate discussions on the alignment between the provisions of the NCCD Evidence Fact Sheet and Census Post-Enumeration Verification checks (otherwise known as audits). The feedback we have received from members is that the post-enumeration verification contactors have been aware of the NCCD Evidence Fact Sheet and abided by its guidelines during audits conducted this year, justifying the more streamlined process schools have implemented in line with the updated guidance. This feedback provides great assurance to members that they can rely on the provisions of the NCCD Evidence Fact Sheet. Members can be confident in using it to address workload issues associated with the NCCD process, using a collective approach in their schools.

The NCCD Evidence Fact Sheet was truly a member-driven initiative. It was members who brought the workload intensification associated with the NCCD process to the attention of the union, members who voted through their IEUA NSW/ACT Branch Executive and Council to commit to the effort necessary to achieve a federal government department response and members who are using the resulting fact sheet to drive a positive change in their schools. While the task is by no means complete, thanks and congratulations are due to all members, support staff and officers of the IEU, who have engaged with this important work to relieve the NCCD workload stress on their colleagues, in a true spirit of solidarity.

Union training

A combination of COVID-19 restrictions and severe teacher staffing shortages across the state has meant reps training courses scheduled for 2022 have been placed on hold. The union deemed it inappropriate to ask employers to release members from schools when they were unable to source casual replacements to cover the absences.

The increased industrial action of 2022 has meant that many new reps have been receiving extensive support from their organisers and this, combined with several briefings held on Zoom specifically for reps throughout the year, have enabled both our newer and more experienced reps to remain informed and equipped to respond to issues as they arise.

The union professional engagement team is working on providing digital resources for reps. It is anticipated these resources will be available on the new website as it comes online in late 2022 and early 2023.

Unfortunately, it was also necessary to cancel the Activists Conference scheduled for 2022 due to the ongoing COVID-19 issues. It is to be hoped this conference or a similar activity will be able to take place in 2023.

Pat Devery
Professional Officer



Media and communications

The IEU's communications inform and advocate for teachers and support staff through print and digital channels to engage a broad range of audiences: members; media; employers; parents; the public; other unions and activists; politicians and government.

We hit the ground running in 2022 with five media releases leading to more than 50 media appearances in January on matters as diverse as COVID-19 protocols amid the return to school, staff shortages, politicians' ill-considered education proposals, and signalling our opposition to the NSW Government's wages policy.

We kicked off the Hear our Voice campaign in March with accompanying merchandise, and stop-work actions on 27 May and 30 June saw members take to the streets in great numbers, attracting consistently positive media coverage. Then came the mobile billboard truck, delegations to MPs, our online email-your-MP campaign, and a rally on the steps of the NSW Industrial Relations Commission, all designed to pressure politicians and employers.

At the same time, we've scaled up our online presence across social media and our website and maintained our rigorous schedule of engaging and informative print publications. *Newsmonth 4* (June) and *Newsmonth 5* (July) were bumper editions packed with stop-work rally snaps from Ballina in the north to Albury in the south and 14 locations in between.

The IEU's followers on four main social media platforms (Facebook, Twitter, Instagram, LinkedIn) have grown steadily throughout 2022 and member/follower engagement with our content has ramped up substantially. Developing the union's new website has been a key priority throughout 2022, with the new site to go live early in 2023.

We've produced three editions of our professional journal *IE* and our magazine for early childhood teachers, *Bedrock*, in collaboration with interstate branches; and our targeted eNewsletters update specific membership segments including early childhood teachers, support staff, principals; and teachers of English language intensive courses for overseas students (ELICOS).

Hear our Voice campaign

A successful campaign requires strong communications integrated across print and digital platforms, as well as strategic mainstream media engagement. We've leveraged all the IEU's communication channels in the push for new enterprise agreements for Catholic systemic teachers and support staff.

Merchandise

The team designed, sourced, priced, ordered and distributed t-shirts, posters, corflutes, paddles and stickers – seen as far afield as the Simpson Desert.

Media

From our first statement to the media on 19 March, "Strike looms in Catholic systemic schools" to alerting the media throughout NSW/ACT to all 16 rallies on stop-work days, we've experienced constant and positive coverage (for more information, see under 'Media' below).

Social media

Campaign content included announcements, video updates; livestreaming; footage and photos from stop-work days, the mobile billboard truck and delegations to MPs; and tiles and slides with quotes and facts to explain industrial relations complexities.

Mobile billboard truck

The truck hit the streets for two weeks from late August, with the team designing the bright yellow billboards, devising the slogans focused on teacher shortages and fair pay for support staff, promoting its every stop on social media and our website, and alerting the local media in each region, gaining strong member engagement and positive media coverage.

Newsmonth

In *Newsmonth #2* we announced the campaign and reported on the launch; in *Newsmonth #3* we updated members on progress; *Newsmonth #4* and *Newsmonth #5* were bumper collectors' editions featuring rally reports and snaps from throughout NSW and the ACT.

Letter-writing campaign

We've pressured politicians through the Action Network platform, an online tool that enables members to email MPs about the teacher shortage crisis. As this report went to press, 429 members/followers had participated, sending a total of 16,000 emails to NSW politicians.

MP visits

We shared summaries and images of each delegation of organisers and members to NSW MPs as they urged them to pressure the NSW Premier on uncompetitive salaries.

Media

Media releases

We engage the mainstream media as a key way of pressuring employers, politicians and government, as well as informing the public and gaining their support. This year we've leveraged the media through 26 statements so far, loosely grouped into four main categories, leading to countless media appearances (see more below).

Media releases: COVID-19

- 15 November 2021: Leave workers comp COVID-19 clause in place



Media release

Monday 4 July 2022

Teacher shortages: Independent schools must talk to education union

The IEU calls on the Association of Independent Schools (AIS) to consult with teachers through their representative union about its new strategy to attract and retain teachers. Known as Growing and Nurturing Educators (GANE), the strategy notes the severity of staff shortages and falling enrolments in teaching degr

"The AIS has come late to this tabl
Branch Acting Secretary Carol Ma
now that there was a staff shortag
both the AIS and individual school

The IEU represents the industrial e
non-government schools.

"Our members in this sector are als
as a result of staff shortages," Matt
conduct a thorough review of workl
burden that does not contribute to t
crippling teacher shortage."

In today's *Sydney Morning Herald*,
echoes the IEU's long-held concern
shortages," Nastasi said. "It's the w

Along with staff shortages and wor
teaching profession across both go
salaries. "The IEU will be closely m
coming months," Matthews said. "A
the union in 2021, we will call on it t

There were problems attracting and
certainly exacerbated the issue.

**Carol Matthews, Acting S
Media:** Monica Cr

The IEUA NSW/ACT Branch represents
independent schools, ear
Authorised by Carol Matt



Media release

Thursday 19 May 2022

Catholic school staff set to take strike action

More than 17,000 teachers and support staff in 540 Catholic diocesan schools throughout NSW and the ACT have voted overwhelmingly for the right to take protected industrial action in support of five key claims for their new enterprise agreement.

The IEU Executive has endorsed a full-day stop work on Friday 27 May. Rallies will be held throughout NSW and the ACT (see attached list).

"Taking protected industrial action is no small thing – we don't take it lightly," said Independent Education Union of Australia NSW/ACT Branch Secretary Mark Northam. "Teachers and support staff across both the government and non-government sectors are dedicated professionals pushed to breaking point. Schools have been running on goodwill, but it is rapidly evaporating."

For the right to take protected action, IEU members participated in a formal balloting process complying with strict federal laws. It was run across all 11 Catholic dioceses by an external agent – and all 11 Catholic dioceses sent a strong message that it's time for action.

"The sharply rising cost of living, lack of real wages growth, ever-increasing workloads and the pandemic have caused crippling staff shortages in Catholic schools – our members are exhausted and burnt out," Northam said.

"Catholic school employers are following the NSW Government's lead in limiting pay rises to 2.04%, a short-sighted approach that has resulted in the current staffing crisis. Teachers are leaving the profession and graduates are not entering it."

The IEU has been negotiating a new enterprise agreement for its members in Catholic diocesan schools throughout NSW and the ACT since January, calling on employers to:

- Pay teachers what they're worth (an increase of 10% to 15% over two years)
- Give support staff a fair deal (pay parity with colleagues in public sector schools)
- Let teachers teach – cut paperwork
- Allow time to plan (two more hours release from face-to-face teaching per week)
- End staff shortages.

"Teachers are totally exhausted, they can give no more," said IEUA NSW/ACT Branch President Chris Wilkinson. "With the chronic shortage of casuals, teachers and support staff are being asked to take extra lessons and double classes on top of their teaching load, which takes away precious planning and preparation time. We urge employers to listen to teachers and support staff, hear our voices and pay us what we deserve."

Northam said: "During the pandemic, parents and the community realised how vital teachers and support staff are, and just how much work they do. Now we urge employers to Hear Our Voice."

Contacts



Media release

Wednesday 15 June 2022

New early childhood centres are great, but who's going to work in them?

The Independent Education Union of Australia NSW/ACT Branch welcomes the NSW Government's announcement that it will provide \$5 billion over 10 years for early childhood education. The plan includes building more centres in so-called 'childcare deserts' in suburban, regional and rural NSW.

...sents degree-qualified early childhood teachers, has two key

...s be staffed? There are already serious staff shortages in the

...that the funding directed at for-profit centres will be used to

...act and retain staff, rather than to increase profits?
...low salaries for early childhood teachers is addressed, the

...the sector will continue," said IEUA NSW/ACT Branch Secretary

...re centres are struggling to find staff to cover their rosters right

...posed new centres will be managed,
...age more people to work in the sector, and to stay working in

...will continue.
...rganisations better understand the value of retaining long term,

...award rates of pay and offering improved working
...ally tend not to pay above award rates."

...cludes \$25,000 scholarships to study early childhood
...ere be to encourage graduates to take up a career in early

...to teach 0-12s can achieve much higher salaries by

...ly childhood teachers must be paid the same as their
...ly childhood sector to primary schools will continue,"

...in the NSW Government on just how it plans to 'grow

Contacts

IEU NSW/ACT Branch, 0427 667 061
0 220 254 sue@ieua.asn.au

Teachers, principals and support staff in Catholic and
centres and post-secondary colleges.
Secretary, IEUA NSW/ACT Branch

- 10 January 2022: IEU demands consultation and clarity around return to school
- 13 January: Exempting education staff from COVID-19 isolation rules is a public policy failure
- 17 February: Free RATs in schools: Union calls for six-week extension

Media releases: Industrial action

- 28 January: Union says pay rises of 2.04% are not enough
- 19 March: Hear our voice: Strike looms in Catholic schools
- 28 April: Catholic school staff endorse public sector teachers' strike
- 19 May: Catholic school staff set to take strike action
- 26 May: Full-day strike: Catholic school staff demand better pay and conditions
- 14 June: Unions call historic meeting as education crisis intensifies
- 20 June: Media Alert: Teachers Federation and IEUA (NSW/ACT) to hold joint media conference after historic meeting
- 21 June: Public and Catholic school teachers to strike on 30 June
- 29 June: Joint releases with NSWTF: 16 media alerts targeted to metropolitan and regional media throughout NSW and the ACT inviting media to attend rallies, eg: Teachers to strike in Tweed Heads on 30 June.

- 6 October: Union welcomes wages circuit breaker (re NSW Labor restoring independence to the NSWIRC)
- 11 October: Unions to hold joint press conference on steps of NSW Industrial Relations Commission

Media releases: Teacher shortages

- 17 January: Premier's plan for teachers: Unworkable, insulting, unsafe
- 6 April: Schools in crisis as staff shortages take heavy toll
- 4 July: Teacher shortages: Independent schools must talk to education union
- 11 August: Teacher shortages: NSW Education Minister misses the mark
- 22 August: Teacher shortages billboard truck coming to a town near you
- 20 September: Teacher shortages a problem now and in the future, new data shows

Media releases: Early childhood education and care

- 12 January: Let's avoid replicating early childhood crisis in schools
- 15 June: New early childhood centres are great, but who's going to work in them?
- 16 June: Big tick for pre-kindergarten plan but it needs properly paid teachers to succeed

- 25 August: The early childhood sector is broken – reform urgently required
- 01 September: Jobs and Skills Summit: Early childhood teachers seek sector-wide bargaining

Media releases: Other

- 17 March: Education union applauds NSW Government for rejecting One Nation Bill

Media engagement

The IEU has had countless appearances across TV, radio, print and online this year, with much of it shared widely across social media. When Catholic systemic members stopped work on 27 May and 30 June, the IEU experienced what the media itself would call a ‘frenzy’, with all major outlets attending the Sydney events and pre-rally press conferences. Regional media in particular turned up in force at rallies throughout NSW and the ACT. Despite the often negative portrayal of teachers in the media, coverage has been consistently upbeat. Below is just a brief selection of the year’s media.

In the media: January to March 2022

- Hunter teachers seek clarity about students and staff returning to school, *Newcastle Herald*, 11 January 2022
- Plan to bring back retired teachers to combat COVID crisis ‘too dangerous’, *Sydney Morning Herald*, 16 January 2022
- Students may have to take rapid antigen tests twice a week to return to school, *Newcastle Herald*, 18 January 2022
- ACT schools ‘rightly concerned as Omicron explodes ahead of school return’, *Canberra Times*, 11 January 2022
- ‘Clash of two crises’: Fears for NSW schools as COVID pandemic and ongoing teacher shortages collide, *The Guardian*, 19 January 2022

In the media: April to June 2022

- Perrottet given a week to up teacher pay, *Illawarra Mercury*, 14 June 2022
- Catholic school teachers vote to strike over pay and conditions, *Sydney Morning Herald*, 19 May 2022
- Catholic school teachers lay groundwork for industrial action in term 2, *Canberra Times*, 23 March 2022
- Catholic teachers back NSW school strike, *Canberra Times*, 28 April 2022 (story syndicated in *Illawarra Mercury*, *Goulburn Post*, *Murray Valley Standard*, *Perth Now*, *Macarthur Advertiser*, *Bega District News*, *Goondiwindi Argus*, *Yass Tribune*)
- Catholic school teachers and support staff go on strike in Newcastle, *Newcastle Times* (video) 27 May 2022
- Catholic school teachers in ACT and NSW to strike on Friday 27 May, *Canberra Times*, 19 May 2022
- Tamworth’s Catholic teachers walk off the job in first 24-hour strike in 18 years, *Northern Daily Leader*, 27 May 2022
- IEU endorses Catholic teachers to strike on May 27 as Newcastle rally planned, *Newcastle Herald*, 19 May 2022
- Catholic school teachers strike across NSW, ACT, *Daily Liberal* (Dubbo), plus video, (syndicated in, *Fairfield City Champion*, *Yass Tribune*, *The Kangaroo Islander*)

- Catholic school teachers strike in Canberra, *Canberra Times* (video), 27 May 2022
- NSW, ACT Catholic teachers on strike, *Illawarra Mercury* 27 May 2022 (also *Lismore City News*, 27 May 2022)
- Independent Education Union votes to go ahead with Catholic schools strike, *St George & Sutherland Shire Leader*, 19 May 2022

In the media: June to September 2022

- Teachers to hold ‘unprecedented’ strike as anger over shortages, pay boils over, *Sydney Morning Herald*, 21 June 2022
- Channel 7 *Sunrise*, Michael Usher interviews Deputy President Tina Ruello, 30 June 2022
- ABC *The Drum*, Vice President Systemic Bernadette Baker talks about the joint teachers’ strike and staff shortages, 30 June 2022
- Hundreds of teachers walk off the job on the far North Coast, NBN News (TV) footage of Ballina and Tweed Heads rally, 30 June 2022
- Sky News (TV and online), Expectations of teachers have grown ‘exponentially’, Peter Stefanovic interview with Secretary Mark Northam, 30 June 2022
- ABC Radio Illawarra *Drive*, Lindsay McDougall interview with Executive member Glenn Lowe, 4 August 2022
- ABC Radio 702 Sydney, Cassie McCullagh interview with Secretary Mark Northam about teacher shortages, 10 August 2022
- WIN TV News, Staff shortages are still crippling schools three weeks into Term Three, interview with Mark Northam, 10 August 2022
- SBS World News (TV), Angela McDonald and Christine Cooper featured alongside Jason Clare MP about the Teacher Workforce Roundtable in Canberra, Jason Clare names Angela McDonald in press conference, 12 August 2022
- *Byron Shire Echo*, Comment: Catherine Cusack opens up about the crisis in our classrooms (referring to Branch Secretary Mark Northam at the NSW Inquiry into Teacher Shortages, 16 August 2022
- Australian workers at jobs summit call for employment overhaul, news.com.au, 31 August 2022 (featuring early childhood teacher and IEU member Janene Rox)
- Billboard truck visits schools striving to have teacher shortages taken seriously, *The Post* (Hornsby, Willoughby, Ku-ring-gai), 1 September 2022
- IEU members attend summit to advocate for early childhood teacher equity, fighting wage stagnation, *The Sector*, 2 September 2022
- Concerns raised over how Catholic Schools Office changes will impact student wellbeing, *Newcastle Herald*, 5 September 2022
- Alarm bells ring over Catholic Schools Office restructure, *Newcastle Herald*, 14 September 2022 (Opinion piece by Mark Northam)

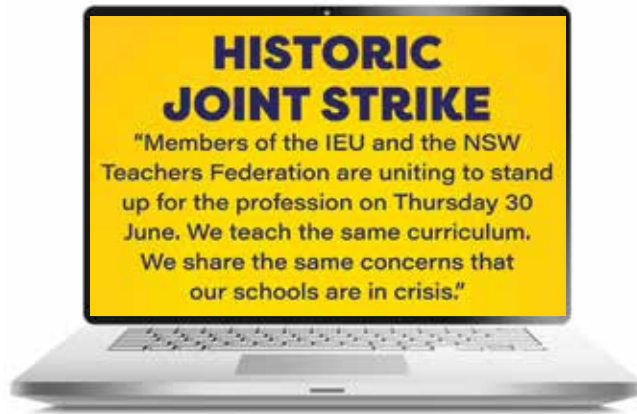
Radio

IEU officials and representatives have been broadcast in numerous radio interviews throughout the year, including ABC Radio (Canberra, Illawarra, Coffs Coast, South East, Central West, New England); Radio National news;





2SM (Sydney); 2GB (Sydney); Triple M (Sydney, Central Coast, Riverina); WSFM (Sydney); WaveFM (Illawarra); NewFM, 2HD and 2NUR (Newcastle); 2CC (Canberra); EdgeFM/2QN (Deniliquin)



Social media

Facebook

On social media, the IEU's largest audience of members and followers is on Facebook, and our numbers are up across 2022 on every measure.

- New followers: last year we gained 670 new followers; this year we gained 1432 new followers (up 114 per cent)
- Total followers: 7800 followers; last year 6368; up 22 per cent
- Link clicks on posts: 21,348; last year 10,100; up 111 per cent
- Comments: 6441 comments; last year 3327; up 94 per cent
- Shares of IEU content: 3753; last year 1895; up 98 per cent
- Reactions and likes: 44,576; last year 16,308; up 173 per cent
- Page reach (the number of people who saw content from our page including posts and boosted posts, videos, tiles, stories): 285,026 (up 59 per cent)

Facebook: Top 5 posts for the year (Oct 2021 to Sep 2022) ranked in order of reach

- 23 June: Letter to parents explaining industrial action and seeking support (boosted): 805 reactions; 102 shares; reach 34,978
- 20 August: Teacher shortages cartoon by David Pope: 1280 reactions; 165 shares; reach 34,703
- 30 June: In the news! *Sydney Morning Herald* pictorial on 30 June rally in Sydney: 1137 reactions; 48 shares; reach 24,845
- 24 February: NCCD workload breakthrough poster: 224 reactions; 22 shares; reach 18,394
- 17 January: Media Release: Premier's plans for teachers: Unworkable, insulting, unsafe: 388 reactions; 36 shares; reach 17,594

Facebook: Top 5 posts October to December 2021

- 12 October 2021: Union win for early childhood educators! *Financial Review* article on pay rise: 630 reactions; 66 shares; reach 27,963

- 12 December 2021: In case you missed it! *Daily Telegraph* article taking the teachers' side 'Teachers not the bad guys': 840 reactions; 110 shares; reach 20,268
- 22 October 2021: Education Minister Alan Tudge thinks the job of teachers is to produce soldiers. Social media tile in response to 'Ham-fisted culture wars' article in *The Guardian*: 487 reactions; 68 shares; reach 8140
- 5 December 2021: Letter of support to NSW Teachers Federation ahead of their industrial action on 7 December 2021: 316 reactions; 28 shares; reach 7086
- 6 October 2021: Breaking! Earlier return to schools announced. But noconsultation with staff through their unions: 125 reactions; 11 shares; reach 6829

Facebook: Top 5 posts January to March 2022

- 24 February: NCCD workload breakthrough and poster: 224 reactions; 22 shares; reach 18,394
- 17 January: Media release: Premier's plan for teachers: Unworkable, insulting, unsafe: 388 reactions; 36 shares; reach 17,594
- 12 January: Media Release: The IEU opposes decision by National Cabinet to exempt education staff from COVID-19 isolation protocols as an outright failure of public policy: 325 reactions; 66 shares; reach 10,758
- 10 January: Media Release: The IEU is calling for consultation and clarity around return to school: 352 reactions; 19 shares; reach 8227
- 21 February: Hear our Voice campaign poster (boosted): 396 reactions; 34 shares; reach 7222

Facebook: Top 5 posts April to June 2022

- 23 June: Letter to parents about joint strike with NSWTF: 805 reactions; 102 shares; reach 34,978
- 30 June: In the news! *SMH* pictorial of the Sydney rally: 1137 reactions; 48 shares; reach 24,845
- 27 June: This Thursday members of the Independent Education Union will stop work for a full day: 176 reactions; 105 shares; reach 17,204
- 24 May: Letter to parents explaining Catholic systemic stop-work action (boosted): 858 reactions; 113 shares; reach 14,978
- 19 May: Catholic school strike Friday 27 May (boosted): Rally and march locations; 399 reactions; 70 shares; reach 11,035

Facebook: Top 5 posts July to September 2022

- 20 August: Teacher shortages cartoon by David Pope: 1280 reactions; 165 shares; reach 34,703
- 1 August 2022: (link to *Newsmonth* article by IEU member Larry Grumley) Workload crisis in schools: It doesn't add up! 445 reactions; 49 shares; reach 12,199
- 21 September 2022: Hear Our Voice update: We have reached a critical stage in the campaign. Here we fill you in on where the campaign is at and present the key facts: 172 reactions; 20 shares; reach 7798
- 3 July 2022: The elephant in the classroom cartoon in cartoon in *Sydney Morning Herald*: 167 reactions; 12 shares; reach 6276
- 10 August 2022: Media Release: Teacher shortages: NSW Education Minister misses the mark: 165 reactions; 11 shares; reach 5968

Top 5 videos on Facebook for the year (October 2021 to September 2022)

- Livestream of joint press conference with NSW Teachers Federation following historic meeting, 21 June 2022
- Livestream of joint press conference with NSW Teachers Federation at Teachers Federation HQ, 29 June 2022
- Vice President Systemic Bernadette Baker appearing on ABC's *The Drum*, 30 June 2022
- 9 News footage of Catholic systemic staff stop-work, 19 May 2022 (after media release announcing strike)
- Federal Education Minister Jason Clare's Teacher Shortages Roundtable in Canberra, footage featuring Executive member Angela McDonald and Federal Secretary Christine Cooper, 13 August 2022



Twitter

The IEU has 2296 followers (an increase of 370 over the year) on Twitter, where our audience is not so much members but other unions, media and journalists, politicians and government, and the politically engaged public. Our top 10 tweets since September 2021 are below. (Tweets are ranked in order of impressions, which are the number of times users saw the tweet on Twitter):

- Media release: The IEU and @TeachersFed will hold a joint meeting to address the crisis in teaching and decide on an appropriate response to the NSW budget. The meeting will be followed by a press conference at 2pm: 67 likes; 36 retweets; 39,538 impressions, 20 June 2022
- The historic moment when teachers came together as one profession, one voice. Members from @TeachersFed merge with teachers and support staff from Catholic systemic schools at the top of Macquarie Street: 560 likes; 151 retweets; 31,769 impressions, 30 June 2022

- Wollongong: teachers and support staff take to the ukulele to make their voices heard [featuring IEU member Jenna Hogan and her stirring rendition of John Farnham's hit "You're the Voice"]. #Uniontown can now also be known as #ukuleletown! You'll want sound on for this one! 91 likes; 13 retweets; 29,869 impressions, 27 May 2022
- 8 October 2021: The IEU is calling for improved COVID-safe protocols in non-government schools. IEUA NSW/ACT Branch Acting Secretary Carol Matthews spoke with Ashleigh Gillon on Sky News's *NewsDay* [featuring news video]: 25 likes; 19 retweets; 19,791 impressions
- Doggos stand with teachers and support staff in Catholic systemic schools taking industrial action today. This is Freda [pic of member's dog in Hear our Voice t-shirt] repping the campaign colours: 161 likes; 6 retweets (including by Prime Minister Anthony Albanese's dog, Toto Albanese); 17,231 impressions, 27 May 2022
- The IEU joined the ACTU today for an emergency meeting of unions throughout Australia to consider actions to keep all workers, including school staff, safe. Here's the ACTU statement from today's ACTU Leadership meeting (with link to statement): 149 likes; 45 retweets; 16,586 impressions, 17 January 2022
- Jenna and her ukulele are at it again with a message for Mr Perrottet ahead of the joint teachers strike. "Dom Perrottet-tet-tet-tet, what you got to say say say say say" #HearOurVoice #MoreThanThanks (featuring video of member Jenna Hogan on the ukulele with a reworked version of Taylor Swift's megahit *Shake it Off* 50 likes; 20 retweets; 14,029 impressions, 29 June 2022 It's all happening at Sydney Town Hall! Teachers and support staff are gathering to send a strong message: #HearOurVoice: 83 likes; 42 retweets; 13,536 impressions, 27 May 2022
- Union win! From January 2022, early childhood teachers will get a pay rise ranging from 3.3% to 13.6%. IEUA NSW/ACT Branch industrial officer Michael Wright was quoted in today's Australian Financial Review [featuring screenshot from the AFR] 70 likes; 24 retweets; 12,827 impressions, 13 Oct 2021
- The IEU has today sent a letter of support to @TeachersFed President @AGavrielatos ahead of government school teachers' industrial action on Tuesday 7 December [featuring screenshot of letter to NSWTF] 88 likes; 33 retweets; 12,565 impressions, 06 Dec 2021.

Instagram

Our following on this photo-sharing platform increased from 541 to 1076 (up 98 per cent) with a spike to 1135 during the period of intense industrial action. Users cannot share posts and links on Instagram in the same way as on Facebook or Twitter; nonetheless, our following is growing. Since Facebook owns Instagram, we can automatically share our Facebook posts to Instagram.

LinkedIn

Our following on the professional networking site grew from 80 to 240 throughout the year (up 200 per cent);

our audience tends to be teachers, peak bodies and professional associations. As we are relatively new to this platform, we are still developing our reach, with plans to share more articles from our professional journal, *IE*, over the coming year.

Website

From October 2021 to September 2022, our website attracted 535,192 page views (up from 457,626 last year, an increase of 77,566 or 17 per cent).

The top five months were:

- May 2022: 76,011 page views (Hear our Voice stop-work, 27 May)
- February 2022: 65,523 page views (return to school, COVID protocols)
- March 2022: 58,192 page views (launch of Hear our Voice campaign)
- June 2022: 52,389 page views (Hear our Voice stop-work, 30 June)
- November 2021: 42,177 page views

From October 2021 to September 2022, the publications website attracted 102,251 page views (up from 100,164 last year).

The IEU's new website is under development after a committee convened in late 2021 has met regularly throughout 2022 consider requirements, capacity and interactivity with the membership database. The committee called for tenders and selected a developer, Osky (osky.com.au). The information architecture is largely settled, and design is under way. We aim to go live in early 2023.

Publications

The IEU publishes regular, relevant and engaging print and digital publications covering industrial relations developments and professional issues. Our three print publications are *Newsmonth*, *IE*, and *Bedrock*.

We collaborate with our colleagues in the VicTas and QNT Branches on content for *IE* and *Bedrock*, but the NSW/ACT team edits, designs and manages printing.

We replicate each print publication online. We promote each publication through an email to all NSW/ACT members and by featuring individual articles in social media posts with links to the digital version. We track the open rate of our email boosts (see below).

Newsmonth

Newsmonth incorporates news, industrial updates, member stories and snaps, sub branch reports, vox pops, professional development updates and columns from elected officials. We produce eight editions a year (six in 20-page print format plus digital edition; two in digital format only).

Newsmonth#7 October 2021

The digital edition achieved an open rate of 41 per cent. Top five features:

- Safety in numbers: Returning to classrooms after lockdown
- Developing a claim for Catholic systemic schools Tell us about Term 3 (member vox pops)
- Australia's broken wages bargain: ACTU Secretary

Sally McManus in conversation with economist Dr John Stanford on why wages have fallen behind and what needs to change

- 2021 year in review: A look back over a turbulent year



Newsmonth#8 November 2021

The final edition of 2021 (digital only) achieved an open rate of 47 per cent. Top five:

- Independent schools vote on multi-enterprise agreements
- NSW Government backflips on COVID-19 workers compensation
- Time for employers to talk seriously about support staff
- How the public sector impacts your pay
- Catholic systemic staff: Check your pay rates

Newsmonth#1 February 2022

The first edition (digital only) of 2022 achieved an open rate of 49 per cent. Top five:

- Bargaining begins for new Catholic Systemic EA
- Tell us what you think: Staff shortages
- Religious Discrimination Bill in the bin
- Safe return to school: How the union fights for you
- Explanation of the PABO process

Newsmonth#2 April 2022

The digital edition achieved an open rate of 50 percent. Top five:

- Hear our voice: Strike looms in Catholic systemic schools

- NCCD breakthrough (four-page liftout)
- Independent Schools MEAs: Fair Work Commission gives the green light
- Australia Day Honours: Head of Abbotsleigh Junior School Sally Ruston
- Schools a lifeline amid floods

Newsmonth#3 May 2022

The digital edition achieved an open rate of 52.5 percent. Top five:

- Tell us what you think: Speaking out about staff shortages (member vox pops)
- Goodwill has evaporated: Time to stand up for the profession (Secretary's column)
- Hear our Voice: Campaign update
- Professional engagement: PD and accreditation
- World Support Staff Day

Newsmonth#4 June 2022

The digital edition achieved an open rate of 51 percent. Top five:

- Hear our voice: Thousands of Catholic systemic members stop work to march and rally
- Bargaining in independent schools (Deputy Secretary Carol Matthews's column)
- Time to get serious about teacher time (professional development update)
- Addicted to teaching (profile of 50-year member Harry Stephens)
- What you said (member vox pops from Sydney rally)

Newsmonth#5 July 2022

The digital edition achieved an open rate of 49 per cent. Top five:

- Teachers united: IEU joins with the NSWTF for an historic strike on 30 June
- Rallies: A page dedicated to each of the 16 rallies on 30 June
- Independent schools: Teacher supply solutions must include workload easing and wellbeing
- Professional development update: new Highly Accomplished and Lead Teacher Accreditation Policy
- Union Shopper: Interview with Executive Officer Andrew Tait

Newsmonth#6 August 2022

The digital edition achieved an open rate of 44 percent. Top five items:

- Professional development update (accreditation for pre-2004 teachers)
- Putting paid to performance pay (debunking a tired old policy)
- Hard truths: IEU Secretary upfront at NSW Parliamentary Inquiry into Teacher Shortages
- Emergency meeting: IEU attends Education Minister's staff shortage talks
- Early childhood update: IEU attends crisis meeting with Early Childhood Education Minister Anne Aly

Newsmonth#7 October 2022 is in production as the Annual Report goes to press.



Independent Education (IE)

IE is the union's nationwide professional journal. We produce three editions a year in collaboration with the VicTas and QNT Branches. Content includes in-depth profiles of prominent people in relevant fields; and features on pedagogical research, member interviews, and analysis of education policy.

IE#3 September 2021

The digital edition achieved an open rate of 42 per cent. Top three features:

- A costly bill: Opposing proposed Religious Discrimination legislation
- Uniform policy: Skorts are for more than sport
- Voicing concerns: Speaking up about vocal injury in teachers

IE#1 March 2022

Digital edition achieved open rate of 49 per cent. Top three features:

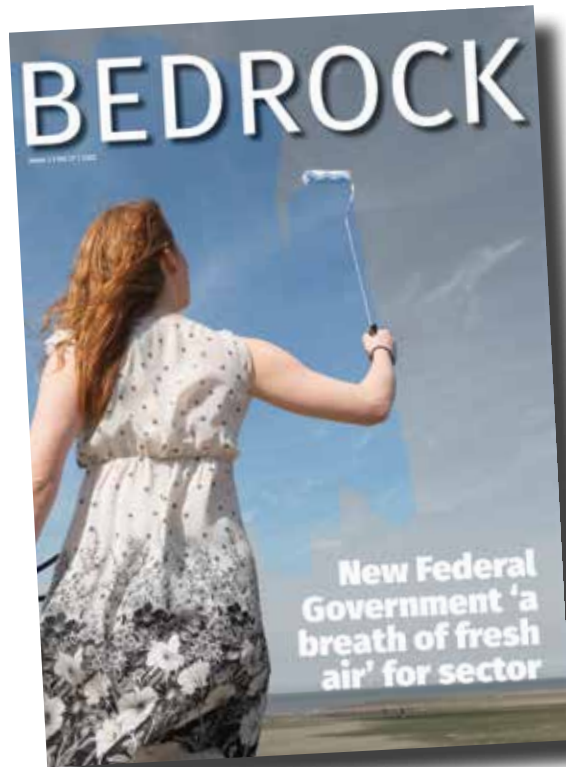
- InFocus: Profile of actor, athlete and activist Olivia Hargroder, who has Down Syndrome (pictured above).
- Digital divide: Inequities in internet access exacerbated by the pandemic
- NCCD: 4-page liftout on big breakthroughs to reduce workloads.

IE#2 June 2022

The digital edition achieved an open rate of 57 per cent. Top three features:

- School refusal: "I don't want to go"
- School belonging: "I can't wait to go"
- Dual-mode teaching: Members say no way

IE#3 October 2022 had just been published as this Annual Report went to press, statistics not available yet.



Bedrock

The IEU's specialist publication for early childhood teachers is distributed to members in Victoria, Tasmania, NSW, ACT, Queensland and the Northern Territory. We produce three editions a year in collaboration with the QNT Branch. *Bedrock* covers issues such as childhood psychology, teaching STEM, member stories, embedding Indigenous knowledge, and sector-wide industrial updates.

Bedrock#3 September 2021

The digital edition achieved an open rate of 44 per cent. Top three features:

- Children in the community: How teachers develop fully rounded human beings
- Member profile: Still a passionate teacher after 45 years in the profession
- Strong bodies, strong minds: Developing healthy body image in children.

Bedrock#1 April 2022

The digital edition achieved an open rate of 52 per cent. Top three features:

- Crisis looming as workforce shortages bite
- Pullout poster: How the IEU makes a difference
- Secure jobs: Promoting ACTU campaign with a focus the early childhood sector.

Bedrock#2 May 2022

Digital edition achieved an open rate of 50 per cent. Top three features:

- How to embed Indigenous knowledge and STEM into programs
- A teacher's role in preventing violence
- Environment Grant winner Integricare Preschool Pendle Hill: Garden transformation based on local knowledge

eNewsletters

We produce regular updates for particular segments of the IEU's membership:

- Teachers r Teachers (early childhood members): three issues a year
- Headlines (principals): three issues a year
- Gaining Ground (support staff): three issues a year
- Future Perfect (ELICOS sector): three issues a year

The IEU's Media and Communications team has risen to the challenge of a strong industrial campaign this year, and nothing has been more satisfying than meeting many of the members who not only took stop-work action but took to the streets. We salute them and we acknowledge each other: journalist Sue Osborne; graphic designer Chris Ruddle; and online journalist and social media campaigner, Katie Camarena.

Monica Crouch
Media and Communications Coordinator

Women and equity

Committee role and activities

The IEUA NSW/ACT Women and Equity Committee is a network of members which usually meets/holds events once per term. The Women and Equity Committee serves as an inclusive forum for members committed to workplace equity, diversity and inclusion. At present, 77.16 per cent of IEU members identify as female.

In 2022, 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 initiatives to enhance pay equity for early childhood teachers and school support staff, and the union's ongoing campaign for fair and inclusive anti-discrimination laws (including campaigning against the the Education Legislation Amendment (Parental Rights) Bill 2020, introduced by Mark Latham MLC in NSW and the so-called Religious Rights Bill in the Federal Parliament)
- education agendas at the national, NSW and ACT levels.

The election in May of a Federal Labor Government has brought renewed optimism in relation to industrial, education, equity and social justice issues. In particular, the inclusion of 10 days of paid Family and Domestic Violence Leave in the National Employment Standards is acknowledged, as is the commitment to full implementation of the Australian Human Rights Commission's Respect@Work Report. The IEUA looks forward to ongoing contact with Federal Finance Minister Katy Gallagher, Early Childhood Minister Anne Aly, Social Services Minister Amanda Rishworth, Indigenous Australians Minister Linda Burney and other MPs and Senators.

There has also been continued engagement with the ACTU, Unions NSW, Hunter Unions, South Coast Labour Council and Unions ACT initiatives and with community organisations where relevant, such as with International Women's Day events, May Day, 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 active.

In 2022, the Women and Equity Committee focus has been on regional women's forums and activities, as well as opportunities for online engagement with other union and community events as appropriate.

Women and Equity Committee activities for 2022 have included:

- 9 February, Women and Equity Committee meeting at Officers' Planning Days

- 10 March, Bathurst IWD dinner
- 11 March, IEU IWD Zoom virtual afternoon tea with a theme of 'Gender Equality Today for a Sustainable Tomorrow'
- 12 March, Sydney IWD event online and Newcastle IWD march
- 31 May, Newcastle women's dinner
- 2 September, South Coast/South-Western Sydney women's event at Camden
- 17 November, western Sydney women's forum at Penola Catholic College Emu Plains
- 25 November, International Day for the Elimination of Violence Against Women.

National engagement – IEUA women and equity committee activities

The NSW/ACT Branch continues to play an active role in the national IEUA Women and Equity Committee and there has been strong ongoing involvement with the BOLD (Building Our Leadership Development program).

This Branch has been actively engaged in national discussions around women's safety and wellbeing at work and contributed to the ACTU's successful campaign for 10 days paid Family and Domestic Violence Leave in the National Employment Standards, for fully legislated implementation of the AHRC Respect@Work Report, and in the campaign for the Australian Government to ratify the International Labour Organisation Convention 190 against workplace harassment and violence.

At meetings held on 1 March, 12 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.

IEU Speaks statements have been distributed this year for International Women's Day on 8 March, to celebrate the introduction on 28 July of legislation for paid Family and Domestic Violence in the NES, and for the Jobs and Skills Summit on 1-2 September. There will also be recognition of the International Day for the Elimination of Violence Against Women on 25 November.

As mentioned, the BOLD program grew from IEUA National Women and Leadership Conferences held in Canberra in 2017 and at Manly in 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.

Fair, safe and respectful workplaces

Gender, respect and consent issues continue to be a strong focus of public concern and for the IEU. As 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 Respect@Work Report.

Leading up to the Federal Government's Jobs and Skills Summit in Canberra on 1-2 September, the IEU participated in ACTU consultations on creating safe, fair and productive workplaces. Key issues raised by the IEU included:

- enhancing employment security for teachers and support staff
- ensuring simpler and fairer processes to bring pay equity cases to the Fair Work Commission
- strengthening access to flexible work arrangements after parental leave
- expanding the national Paid Parental Leave Scheme to 26 weeks with superannuation paid and enhanced flexibility for both parents to access the payments implementing the Respect@Work Report.

In accordance with the recommendations for employers arising from the Respect@ Work Report, and ACT and NSW Government WHS initiatives for managing psychosocial hazards at work, the IEU reviewed and developed its own internal policy documents regarding preventing and addressing gender-based harassment and discrimination.

A panel session on respect and consent issues was held at June Council in 2021. The IEU welcomes the introduction of new consent laws in the ACT and NSW and the discussion of respect and consent issues at the national level.

Countering the gender pay gap

This year Equal Pay Day was on 29 August, illustrating the 60 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 14.1 per cent, an increase of 0.3 per cent over the past half year. Over a working life, the gender pay gap and patterns of employment due to family and care commitments result in a retirement income gap of over 40 per cent.

At a time of increasing inflation, the Workplace Gender Equality Agency (WGEA) has called attention to the disproportionate effect this persistent pay gap has on Australian women and their families as they juggle the increased costs of daily living.

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 per cent of Australian workers and more than 70 per cent 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 IEU's Equal Remuneration Orders/Work Value case in the Fair Work Commission, and for school support staff, as reflected in the joint IEU working party with Catholic systemic employers to progress pay equity with the NSW government schools sector.

Efforts continue to support current diocesan Workplace Gender Equality 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 classifications and opportunities for progression.

Facilitating and strengthening networks

An important aspect of the Women and Equity Committee's role is to ensure the IEU is represented at meetings and forums on issues affecting women members. Such participation enables the IEU to engage with key issues and 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.

There has also been participation in ACTU Women's Committee meetings and in a variety of Unions NSW and Unions ACT activities, including various forums and Unions NSW Women's Committee initiatives. The role of IEU organiser Tina Smith as President of South Coast Labour Council is acknowledged with appreciation, including the significant role of the SCLC Women's Committee.

Successful IEU women's events in Newcastle and Camden have highlighted the role of the union and provided important opportunities for member engagement. The western Sydney women's forum will be held at Penola Catholic College Emu Plains on 17 November with Susan Templeman MP as the guest speaker.

At the wider level, during the past year IEU members have 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. The IEU is an active supporter of APHEDA, the international aid and development arm of the Australian union movement.

Looking to the future

The Women and Equity Committee thanks IEU Council, Executive, 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. Following the election of the Federal Labor Government, there is renewed optimism and hope for the equity agenda.

Pam Smith
Women and Equity Committee Co-convenor

Aboriginal and Torres Strait Islander Advisory Committee

The role of the committee is to work in conjunction with the other committees of the union to formulate policy and advise the Executive on matters relating to Aboriginal and Torres Strait Islander participation in employment in the non-government schools and early childhood education sectors.

The Executive sponsored a member of the committee to attend the World Indigenous Peoples Conference on Education (WIPCE) held in Tarndanya (red kangaroo place), the home of the Kaurna Nation of South Australia on 26 September. WIPCE is the largest and most diverse Indigenous education forum in the world.

Members of the committee will also attend the Sydney Peace Prize Presentation Award Ceremony and Lecture on 10 November in Sydney. Professor Megan Davis will deliver the keynote address.

The IEUA NSW/ACT Branch, on advice from the committee, made a commitment to support the Uluru Statement from the Heart as part of the Branch's Reconciliation Action Plan (RAP). Copies of the Statement hang proudly in all our IEU offices.

Reconciliation Action Plan

At the August Council meeting, the motion put forward by the Central West Sub Branch to actively campaign for a 'yes' vote in the upcoming referendum to give Aboriginal and Torres Strait Islanders a Voice to Parliament was passed unanimously.

We accepted the invitation offered by the Statement to walk with the First Nations peoples to create a better future for all Australians.

Constitutional change of this kind could unite all Australians around a sense of their shared history which for the first time in the Constitution would include the long

habitation of the continent by Aboriginal and Torres Strait Islander Peoples.

The focus of the committee this year has been the preparation of the NSW/ACT Branch Respect Reconciliation Action Plan (RAP).

The support and contribution by members of the committee in the development of the RAP has been invaluable in preparing a draft of two of the three areas to be addressed.

The draft responses to 'Who We Are and What We Do' and 'Our Vision for Reconciliation' are being considered by the Executive.

Work is now underway on the union's engagement with reconciliation. The committee will explore ways to establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander organisations and build relationships through our sphere of influence.

The Executive has supported this by offering the contract for the outfit of the new Canberra office to RORK Projects, a nationally accredited Indigenous business that has a commitment to strengthen Indigenous business growth and participation. The company has also launched the WA Initiative to enact positive future change through the education and empowerment of Aboriginal and Torres Strait Islander students.

The IEU will also purchase copies of author, unionist and activist Thomas Mayor's book, *Finding the Heart of the Nation, 2nd edition*, with a new chapter explaining the Voice to Parliament. This is a fantastic educational resource for members, and will be promoted as a giveaway in each issue of *Newsmonth* in 2023.

Jackie Groom
Organiser

Environment

In 2022, the work program of the IEUA NSW/ACT Branch Environment Committee has been progressed by Co-Convenors Richard Ryan and Sue McKay with the assistance of committee members Liam Griffiths, Katie Camarena, Jeff Pratt, Lee Cunningham, Anthony Telford, David Whitcombe, Jackie Groom and Berna Simpson. The committee expresses its thanks to the IEUA NSW/ACT Branch Executive for the ongoing support of its program and initiatives.

Environment grants

The union sponsored the Environment Education Grants Program in 2021 with \$9000 available for successful applicants. From over 40 applicants, five successful projects were chosen. All received their grant late in 2021. The project descriptions indicate the scope and nature of the innovative environment sustainability actions in our schools and early learning centres. The two early learning centre projects were featured in *Bedrock* issue 2, 2022.

Cawongla Playhouse Preschool, Cawongla Preschool Perma Farm

As a rural preschool we have a large unused, degraded back paddock. With children we will design and then develop an orchard, bush tucker/kitchen garden, chook run, nature walk and native vegetation forest replanting. We have a group of skilled, committed parents who can offer labour and expertise (carpenter, builder, permaculture expert, bush regenerator among others). This will engage children in caring for and learning about Country and lifecycles, create sustainable food options for our kitchen and regenerate a degraded outdoor area. The process will also promote children's learning across all Early Years Learning Framework outcomes and invite connections with the local Indigenous community.

Integricare Preschool, Pendle Hill, Greening Our World

The project involves the installation of two raised garden beds in which a composting system and worm farm are self-contained (known as subpods). The current garden is affected by a causeway and in periods of heavy rain, the soil and garden is eroded with soil nutrients leached. The raised garden beds will prevent this from occurring, and the inclusion of the composting system and worm farm within the bed will greatly improve the quality of the soil, with the worms assisting the food waste to break down much faster. Currently the waste from children's lunches and morning teas goes directly to landfill. The composting system will enable food waste to be transformed into green space thus reducing the carbon emissions. The garden beds will be planted with native bush tucker plants local to the area. Bush tucker plants play an important role in biodiversity providing

habitat, food and shelter for native bees, birds, insects, reptiles and small mammals. This project will also enable children and staff to learn about bush tucker plants, their cultivation and how Aboriginal people make use of these plants.

St Mary's Catholic Primary School, Georges Hall: Pirates Kitchen Garden

This project aims to install water-saving wicking veggie garden beds to complement our Oz Harvest Feast cooking program using fresh produce grown by students. Targeting the science syllabus inquiry 'to produce a sustainable watering system to support the growth of a plant' students will research how wicking beds reduce water consumption and support plant growth sustainably for our Pirates Garden. Students will benefit by learning to grow fresh produce sustainably and explore why saving water is crucial. Our school's water usage and costs will decrease and our water efficiency initiative will benefit the environment by reducing waste water and erosion.

Sts Peter and Paul Primary School, Garran ACT: Connecting our School with our Environment

The aim of our project is to connect the garden in our school with the environmental aspects we have started. We have three areas across our school which are involved. The first is a revamp of the gardens to encourage habitat conservation and bringing birds and insects back, and to plant appropriate trees. The second is a herb garden to complement our kitchen garden. The third is an upgrade and expansion of our kitchen garden to create an outdoor learning area and more vegetable gardens. Our school has a goal to focus on environment and sustainability with our recycling system and composting work and classroom connections with all these areas as well as the curriculum. We would like to build on this theme by making it a whole school approach.

St Paul's College, West Kempsey: St Paul's Cultural Cultivation Program

St Paul's College would like to establish an Aboriginal cultural project/kitchen garden and learning area through native bush food cultivation and production as we recognise they offer exceptional culinary, nutritional, social and environmental benefits. Presently, Aboriginal representation in the supply chain from growers to farm managers and exporters is barely one per cent. We want to see that increase by helping students develop initiative with a focus on connection to land. Our goal is to have Aboriginal students involved with native food and medicinal plants at the secondary school level, empowering our Indigenous communities to develop bush food products in their future.



The committee is pleased to welcome back Teachers Mutual Bank who have recommitted to supporting the IEU Environment Grants Program for 2022-3. With the ongoing support of the IEU Executive, the committee can make an increased number of allocations to worthy applicants this year.

The committee met in early October to discuss current applications for 2022/2023. Successful applicants have recently been announced on the IEU website and social media platforms.

Environment sustainability events

Food - Different by Design focused on sustainable food production techniques; sustainable consumption and utilising local food sources.

The successful Sydney event was held on Friday 9 September. It was a day of exploring ideas and sustainability initiatives, celebrating practices and acknowledging achievements on the journey to a more sustainable future. A short video of the day's activities is available to view on the IEU website. The union is committed to holding planned environment events in both the ACT and northern NSW next year following the model used in Sydney. Planning is now well under way.

Other news

IEU Assistant Secretary Liam Griffiths is a member of the ACTU Climate Action Group. Other members of our committee will also participate in this forum.

At the March meeting by Zoom, the following topics under discussion included:

- Ambitious Action Climate Policy
- COP 27
- developing a Climate Action for Unions Training Course
- power station closures and opportunity for TAFE to reskill workers
- student climate strikes
- ALP Powering Australia Policy
- 2022 Federal Election – potential outcomes of a change of government.

Meetings were held in June/July and September this year to progress this ambitious agenda.

Student Strike 4 Climate

The IEU March Council meeting unanimously endorsed a resolution in support of the Student Strike 4 Climate which was held on 25 March outside Kirribilli House. Further action was held in April/May. IEU staff attended these events in support of the student generation striving to save our planet from catastrophic climate change.

The Environment Committee looks forward to another year of activities in support of environment sustainability and education.

Liam Griffiths
Assistant Secretary

Child protection

Cases

For the period September 2021 to September 2022, there were 36 child protection cases finalised by the IEU.

While confidentiality must always be maintained, members are not prevented from contacting their IEU organiser on 8202 8900 or the toll-free number 1800 467 943 (for country members) to seek confidential advice, support and representation regarding an investigation into an allegation made against them.

NSW Reportable Conduct Scheme

The *Children's Guardian Act 2019 (Act)* commenced on 1 March 2020 expanding the Children's Guardian's functions to include Reportable Conduct. Section 183 of the Act requires a review of the Act to be undertaken as soon as possible after the period of two years from the commencement of the Act, to determine whether the policy objectives of the Act remain valid, and the terms of the Act remain appropriate for achieving those objectives.

As a result, the NSW Office of the Children's Guardian (OCG) commenced a review of the Act which included a focus on the effectiveness of the NSW Reportable Conduct Scheme. The IEU was invited to provide a written submission on the issues raised in the discussion paper and any other general matters relating to an improvement of the current regulatory framework.

The IEU submission included a call for an increase in the powers of the OCG to allow it to enforce compliance by an employer with any recommendations for any actions to be taken by an employer as a result of an OCG assessment of an investigation, greater clarity in how the categories of reportable conduct are defined and inclusion in the Act for a person subject of an allegation to have the right to apply to the OCG for a review of the investigation findings, or actions taken or proposed by the employer.

The IEU also requested to be included on the list of stakeholders invited to attend targeted consultations

prior to the final report containing recommendations for change being tabled to Parliament by 1 March 2023.

The ACT Reportable Conduct Scheme

The ACT Reportable Conduct Scheme commenced on 1 July 2017. For the period 1 July 2021 to 31 December 2021, the ACT Ombudsman received 72 initial notifications from organisations about allegations of reportable conduct, with 19 of these being reported to ACT police. There were 21 reports received from government and non-government schools. A total of 97 matters were finalised by the ACT Ombudsman during this period.

NSW Working with Children Check

Each Australian state and territory has its own background-checking scheme for people seeking to work with children and maintain their own list of people who are barred from working with children. From 1 September 2022, changes to laws to create further protections for children have meant that the NSW Working with Children Check (WWCC) can access information held on a national database (National Reference System) of people barred from working with children in other states and territories in Australia. This can result in the person also being barred from working with children in NSW.

Further, additional changes have come into effect to ensure that NSW applicants or clearance holders will automatically be barred from working with children for a range of serious animal cruelty offences. The OCG has agreements with RSPCA NSW and the Animal Welfare League for sharing animal cruelty information to support this change.

Russell Schokman JP
Policy Advisor

Social justice

Social justice involvement is a valuable part of the IEUA NSW/ACT Branch's work. Member feedback consistently shows that any commitment the union makes in social justice is valued by members. Prominent social justice involvements this year have been the May Day and Palm Sunday rallies and marches; supporting the Edmund Rice Centre and the recent launch of the Gender and Sexuality Alliance (GSA) Guides. The union's engagement in the environment and First Nations members' rights are covered in separate annexures.

Sydney Palm Sunday rally and march

The IEUA NSW/ACT Branch contributes to the organisation of the Sydney Palm Sunday rally which occurs on Palm Sunday each year at Belmore Park near Central Station. Under the banner of the theme of Talk Peace - War Creates Refugees, we attracted inspiring and expert speakers. Issues covered by the speakers included:

- the Australian Government's failure to protect Afghan workers employed to assist Australian defence security during the War in Afghanistan
- potential climate refugees from our neighbours in the Pacific Islands
- temporary visa conditions including denial of work, health cover and tertiary education to temporary visa holders and their offspring the impact of the war in Ukraine.

The issues covered have all attracted ongoing media attention and further marches since the April rally. The traditional owners and religious leaders who spoke lent a spiritual dimension and cause for reflection on both injustice and hope that was appropriate for a rally and march that occurs on Palm Sunday. NSW Teachers Federation Senior Vice President Amber Flohm made it clear that a change of government was needed now.

IEU members and families also participated in Palm Sunday events focussed on refugees' rights in other centres including Lawson, Wollongong, Newcastle, Canberra and Griffith.

May Day march

The Sydney May Day rally and march took place on Sunday 1 May at Town Hall Square for a gathering of a big crowd and speeches followed by a march to Hyde Park. Union supporters and participants were asked to wear Hawaiian shirts to send the Prime Minister at the time, Scott Morrison, a message that he can't be missing during a crisis and had to go which happened!

IEU members participated in May Day rallies elsewhere on 1 May including in Newcastle, Wollongong and Canberra.

Edmund Rice Centre

The IEUA NSW/ACT has supported the Edmund Rice Centre this year by promoting their Justice Through the

Arts student webinars. We acknowledge the Edmund Rice Centre's work in tackling the human and economic impact of climate change in the Pacific through the Pacific Calling Partnership and COP26 involvement in late October-November 2021 in Glasgow. The IEUA linked Edmund Rice - Pacific Calling Partnership with the Palm Sunday Rally committee and Maria Tiimon from Pacific Calling Partnership agreed to speak on this issue at the Palm Sunday rally.

Union Aid Abroad APHEDA

In solidarity with other unions across Australia, the IEU has a strong commitment to support the work APHEDA does in training and for workers and their working conditions through projects in Asia.

This year our monetary support for APHEDA was boosted because of two strike days by members in Catholic systemic schools. Organisers forgo wages on strike days in solidarity with IEU members who lose a day's pay for each strike day. Organisers' wages were donated to APHEDA.

Gender and Sexuality Alliance Guides

The union was proud to contribute in an advisory capacity to three digital resources for secondary school students and educators through GSA Connect. This project supports new and established Gender and Sexuality Alliances and similar groups to make NSW secondary schools safer and more inclusive for LGBTIQ+ students, their families and allies.

It was a collaborative project led by Twenty10, the NSW Teachers Federation, and Wear it Purple, supported by School Link: South West Sydney Local Health District and the IEUA NSW/ACT Branch.

The guides provide the first resources developed in Australia with Australian content and will have very wide application. LGBTIQ+ students need supportive school environments to thrive and succeed. The guides were launched on 15 September and the union was represented at the launch both in person and online. The guides can now be downloaded from the GSA Connect website. <https://www.gsaconnect.org.au>

I would like to acknowledge the support of the elected officials, Mark Northam, Carol Matthews, Pam Smith and Liam Griffiths for their individual contributions and passions; the Executive; the publications team particularly Katie Camarena who generously promotes events at short notice on our platforms and Helen O'Regan who assists with much of this work, and Ram Rajbhandari who efficiently manages the finances.

Ann-Maree McEwan
Organiser/Social Justice Coordinator

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.

As with previous years, the IT department has continued to maintain, upgrade, and support the union's hardware, software, and network infrastructure; performing such tasks as working with Telstra to provision a new phone and data network for our new Deakin office and assisting the website committee with the development of the union's new website.

The past year of pandemic, floods, and the rise of cyber-crime, has played a major factor in influencing the various projects below:

Network

Due to the recent floods in NSW, we are currently working with Telstra to rebuild and replace both our phone and data networks as well as the equipment that was lost in Lismore.

Hardware/Security

To ensure that all computers are up-to-date and protected against cyber-attacks, approximately 70 new M1 computers and laptops have been rolled out across the organisation. A meraki MX85 security appliance is currently being deployed in Ultimo as well as upgrades to the existing meraki network across regional branches.

Membership

A new security feature has been developed to limit staff from exporting data from our membership system (other than that of their own schools).

Phones

In the event of another lockdown, we are currently investigating a SIP phone system which will allow for more control over the phone system.

Security

Due to the rise in cyber-attacks, the union is currently working to implement technologies such as two or multi-factor authentication into our existing systems.

Software

- OS 12.4.x has been rolled out across the whole organisation
- IOS 15.0.x is currently being rolled out to supported devices.

Lance Whiteley
Information technology

NGS Super

It was the 30th anniversary of the Superannuation Guarantee (almost universal superannuation for Australian workers) on 1 July 2022 and the 34th birthday for NGS. There was, however, little to celebrate in terms of investment returns this year due mostly to market turmoil and economic chaos across the globe.

The NGS My Super (default) option ended the year at -3.55 per cent. While not the worst result, it was a disappointing third quartile outcome on which the fund must improve if it is to stay competitive. By comparison, similar products Australian Super (-2.7 per cent), Aware (the old First State) (-3.7 per cent) and UniSuper (-4.2 per cent) also had poor years.

Investment markets have continued to be volatile this financial year with July results nudging 3 per cent before dropping back in August leaving a return of 2.59 per cent this financial year (end of August). At the time of writing (26 September), the ASX All Ords is down 5.5 per cent for the month with unstable and unpredictable outcomes continuing. This is however only one asset class and while stock markets are depressed other markets (including cash due to rising interest rates) climb.

In the past year, the NGS Board has spent considerable time focused on strategic and business plans. Following the failed proposed merger with Australian Catholic Super, the Board determined to not look to merge with other established funds but instead to position itself to thrive as a stand-alone boutique fund catering for the core membership of those working in the non-government education sector.

With only \$14b in funds under management, NGS is aware that leveraging scale is a difficult task; however, the Board believes that if the Fund can achieve competitive investment returns (particularly over the five- and 10-year periods), keep fees and charges low and further improve insurance options for members, it can flourish. Enhanced service to members through education and financial advice are key to distinguishing NGS from the mega funds.

Perhaps the factor which most differentiates NGS from other funds is that NGS has set 2030 as its target for being carbon neutral across the entire investment portfolio, making it a trailblazer in the sector. The ambitious 2030 carbon-neutral portfolio target is two decades earlier than other super funds. The Board

believes this target is achievable and in August, NGS divested investments in Woodside and Santos, among other oil and gas exploration companies. We're making bold moves to protect our members' long-term investment returns and their future.

NGS has successfully navigated the APRA performance test for the two years of its operation although several funds (including ACS) failed for a second year. These funds are no longer allowed to accept new members into their My Super investment option. The previous government intended that all investment options be subject to the performance test this year; however, the incoming ALP Government has put that on hold for at least 12 months while it evaluates the precision of the test's metrics. NGS investment staff are confident that all options would have passed.

It was with regret that the Board acknowledged the decision of Laura Wright to stand down as CEO. Laura had previously indicated her intention to retire early next year, however, personal reasons brought that decision forward. Laura was a stalwart of NGS being an ITA Officer intimately engaged in the establishment of the Fund in 1988 and an original Trustee before leaving her role at the union to pursue a career in superannuation. She returned to NGS as Chief Operations Officer a decade ago during a time of rapid expansion and stepped into the position of CEO on the departure of the then CEO Anthony Rodwell-Ball.

While Laura and her wealth of experience will be greatly missed, she leaves the Fund with more than capable colleagues to take it forward. The Board will undertake a search for a permanent CEO in coming months across the industry. In the interim, the Trustee has appointed Natalie Previtera as Acting CEO. Natalie was previously a senior officer with the Fund, is eminently capable and is surrounded by a truly excellent team.

There has been significant change among Board members over the past year with the departure of two employer directors and three union appointees. Two further retirements are expected in the New Year as directors reach the end of the maximum allowed tenure.

John Quessy
IEU/NGS Director

ACT



This year has been energising and busy for ACT office staff: organisers Lyn Caton, Jackie Groom, Berna Simpson, Anthony Telford, and Office Administrator Susanne Radnidge. The office reaches out to members in the Central West, Monaro, Riverina, and South East Sub Branches. Highlights of the year have included welcoming Lyn Caton back to our office, the fun involved in attending rallies, the mammoth move from the Barton office to a new workplace in Deakin and the slow but steady move from Zoom back to face-to-face meetings.

Sub Branch positions are as follows:

- Central West: Louise Hughes, Peter Nunn and Nicole Downey
- Monaro: Dianne Lefebvre, Bernadette Bradley and Angela McDonald
- South East: Beth Worthy, Wayne Foster and Jennifer Marsh
- Riverina: Kel Woodhouse, Mercedes Goss and Nicole Lewis.

The level of member engagement throughout the Catholic systemic schools 'Hear Our Voice' campaign has been remarkable. This was evidenced by large attendances at the 27 May and 30 June rallies held in Canberra, Albury, Dubbo, Bathurst, Batemans Bay, Wagga Wagga, Griffith and by other stop-work action taken by individuals and chapters. Rallies were lively, loud, and colourful. Work Practices Agreement negotiations continue with the Catholic Archdiocese of Canberra and Goulburn and the Bathurst and Wagga Wagga Dioceses.

The latter part of the year involved visits and chapter meetings in AIS, Christian and other independent schools. These schools are supportive of the Catholic systemic campaign and recognise that they too share the problems of workload, teacher shortages, excess paperwork and giving support staff a better deal and

hope that success brings about pay increases and improved conditions for them.

Organisers continue to work with ACT and regional preschools and long day care centres to develop enterprise agreements. Centres involved in negotiations clearly recognise that degree qualified early childhood teachers need to be paid the same as teachers in schools.

Beginning teachers

Organisers are invited each year to address third- and fourth-year students at the Australian Catholic University. This falls prior to their practicum and proves to be a great recruiting opportunity and a great start to understanding the rights and responsibilities of a beginning teacher.

The ACT office provides a high level of service to members resolving reportable conduct matters, disputes, flexible work requests, performance issues, classification and pay issues. Our members have faith in the work of the union and express an appreciation of the support offered. We represent members on a broad range of organisations:

- IEUA NSW/ACT Education Issues Committee
- ACT Non-Government Schools Registration Panel
- Unions ACT Executive and Council
- IEU/CE Consultative Committee
- ACT Women in Education Network
- ACT Teacher Quality Institute Board
- Safe Schools Roundtable Committee
- 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 Equity, Diversity, and Inclusion Committee
- Wagga Wagga Workplace Gender Equity Committee
- UnionsACT 'We are Union Women' Committee
- ACT Schools For All Program
- IEU Aboriginal and Torres Strait Islander Advisory Committee

On the move

In March, we were given notice that our tenancy at the Barton office was to end as the building was to be demolished. This hastened our move (pre-refurbishment) to the Deakin office where the extra space in that building provided free storage. As of 16 September, all IEU Canberra office essentials went into storage and refurbishment of the new office space is currently in progress. We look forward to the move back to a refurbished office and to welcoming members and visitors to these premises.

Bernadette Simpson
Organiser

www.ieu.asn.au|85

Newcastle

The Newcastle office supports members and chapters in the Ku-ring-gai, Central Coast and Hunter Valley Sub Branches, serving more than 4000 members. The office is staffed by organisers Therese Fitzgibbon, Jim Hall, Carlo Rendina and office assistant Veronica Lang.

In February, Central Coast and Hunter Valley Sub Branches held AGMs to elect their 2022 executive teams.

Hunter Valley	Vincent Cooper, President Peter Criticos, Deputy President Kim Keating, Secretary
Central Coast	Luke Wilmot, President Grace Fowles, Deputy President Ann Hall, Secretary

Hunter Valley Sub Branch Committee Members are Kelli Stocker, Julie Cooper, Wendy Chantler, Emma Watson and Steve Newman.

The union congratulates these executive and committee members and 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.

Throughout 2022, the Newcastle office continued to provide a high level of 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 negotiating above-award agreements that work towards wage parity. They have assisted chapters resolve many school-based issues and facilitated campaigns for members in independent and Christian schools.

Catholic systemic campaign – Newcastle stop works

Hunter Valley school reps and members are to be thanked and congratulated for the time and effort they put into supporting this campaign. Every Hunter Valley school participated in the protected action ballot, 75 per cent of members voted, with an almost unanimous 'yes' vote on all three questions. This result and excellent turnout at the rallies could not have been achieved without the work and enthusiasm of our Reps.

On 27 May, teachers and support staff travelled across the Hunter to celebrate all those who work in schools, calling on the CSO and NSW Government to address the uncompetitive pay and unsustainable workloads that are driving teachers from the profession and creating chronic disruptions in schools. Support staff called on employers to match their salaries with those of their counterparts in government schools. They demanded backpay not phase-in, and a formal acknowledgement by Catholic employers that they have been undervalued and underpaid. Upwards of 750 IEU members fervently sang a reworked version of union anthem *Solidarity Forever* as they rallied in Wickham Park before marching to the Catholic Schools Office on Hunter Street.

On 30 June, for the first time in Newcastle, IEU members rallied with their NSW Teachers Federation colleagues in Civic Park before nearly 4000 union comrades marched up King Street to the NSW State Offices in Bull Street. Rallying outside, once more they sang and chanted, all the time calling upon the State Government and Catholic systemic school employers for better pay and conditions.

Maitland-Newcastle Annexure and Work Practices Agreements negotiations

These documents exist both within and alongside the enterprise agreement but are discussed locally throughout the life of the agreement, then reviewed and negotiated once central bargaining begins. In the annexure, parties have agreed to amend:

- the current secondary coordinator allocation table to one that more accurately reflects existing arrangements
- AP release from 0.5FTE to 0.7FTE to reflect current practice
- the REC table to reflect 0.2 FTE release for all enrolments levels.

Recently the CSO has reduced their three-point requirement for single subject coordinators from 125 to 108 hours. The union seeks an annexure inclusion of a clause that will guarantee this change.

Parties have agreed to changes in the relevant clauses in the Work Practices Agreement. Briefing lengths will be more prescribed with the word "say" being replaced with words such as "not normally exceed" 15 minutes.

Secondary assistant principal release will be amended from 0.5 to 0.7FTE. Language will be modified to ensure 120 minutes RFF and 0.1FTE release for all primary coordinators. Many outstanding issues remain unresolved; however, progress is being made and negotiations will continue.

Teacher shortage crisis

Teacher shortages not only impact upon the teaching and learning of students, they increase the workload and stress of teachers who are already overworked. The Newcastle office joined the statewide campaign taking member delegations to six local MPs and bringing the IEU mobile billboard truck to nine different destinations, including seven schools. The St Francis Xavier's College Hamilton stop was greeted by over 60 members and positively reported in the *Newcastle Morning Herald*.

Women in Education and Equity forum

Over 80 members from Catholic, independent and early childhood services, including teachers, principals, CSO and support staff gathered in unity on Tuesday



31 May at the beautiful Fort Scratchley. President Chris Wilkinson, Deputy Secretary Carol Mathews, Women in Education and Equity Convener Pam Smith and guest speaker Jenny Gore covered issues on educational leadership, the state of play for working women, teacher shortages, uncompetitive pay and the battle for reasonable workloads. A strong sense of solidarity and empowerment was expressed by those who attended.

School and diocesan restructures

In May, without any consultation, members at San Clemente Mayfield (Years 7-10), St Pius X Adamstown (Years 7-10) and St Francis Xavier's Hamilton (Years 11-12) were informed that the Diocesan Trustees had decided to transition these city schools into Years 7-12 high schools. The IEU Focus Group met with consultant Dr Dan White to outline union concerns of job security, workload and staff wellbeing. The union will continue to meet with the employer and advocate for members.

The CSO is being restructured to align with the diocesan structure. The Director of Schools will retire at the end of this year and is not being replaced, the responsibility of the operation of schools will sit with the CSO. Some educational roles will stay within a distinct educational unit, but non-educational roles currently in the CSO, including school psychologists, are to be transferred to the relevant diocesan service. The diocese is currently consulting with all CSO staff and next year will commence consultation with maintenance

and cleaning staff, ICT officers, and accounting staff in schools. The IEU has had several meetings with CSO staff, psychologists and school principals. The union will continue to support all affected members to ensure the best possible outcome.

Hunter Workers

The 2022 Newcastle Trades Hall Council delegates are Carlo Rendina (President), Therese Fitzgibbon, Peter Criticos, Kelli Stocker, Steve Newman, Cormac O'Riodan, Mark Wilson (executive). Thank you to all these members. Hunter Workers and affiliates have supported and assisted the IEU organise our stop-work rallies and the IEU members have supported PSA, NSWTF, NTEU and PSA stop-work rallies.

The IEU is part of the larger union movement, and we are all much stronger together. IEU members helped organise and participated in this year's May Day March which saw over 1000 union members parade down Wharf Road. Members have also supported the Hunter Workers Women's Committee events, including the 16 Days of Activism campaign for paid domestic violence leave, the *Women of Steel* video screening and the Newcastle International Women's Day march.

Carlo Rendina
Organiser

Lismore



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

Lismore office personnel comprise organisers Steve Bergan and Richard Ryan, industrial officer Carolyn Moore and Office Administrator Cassie Barnes have continued their work from home on behalf of members in both the North Coast and Mid North Coast Sub Branches during 2022 because of the devastating floods in February and March this year.

Coming on the back of COVID-19 pressures it has been an extremely challenging time for our members across the North Coast as well as IEU staff. We welcomed Sandra White back to our team as a replacement for Steve Bergan while he was on long service leave. It has been great having Sandra back with us.

At the time of writing Lismore staff are still working from home and the insurance firm and builders have given us no indication of when our office (pictured above) will be functional again.

Despite that, Lismore staff continue to support members through face-to-face and Zoom meetings and regular meetings with Lismore Catholic Schools staff to negotiate new Work Practices Agreements.

In February, both North Coast and Mid North Coast Sub Branches held their Annual General Meetings via Zoom.

North Coast Sub Branch President Kath Egan (St Francis Xavier Primary Ballina) was re-elected North

Coast Sub Branch President for 2022 along with Michael Namrell (St Mary's Catholic College, Casino) Vice-President. Jennifer Allen (St Carthage's Primary School Lismore) was elected Secretary for North Coast Sub Branch committee this year.

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 Leon Robinson (St Paul's College Kempsey) Deputy President and Terrienne Ryan (MacKillop College, Port Macquarie) as Secretary on the Mid North Coast Sub Branch committee.

IEUA NSW/ACT Branch Secretary Mark Northam attended the Term 2 North Coast Sub Branch meeting held in Ballina along with the Mid North Coast Sub Branch meeting in Nambucca Heads. It was great getting back to in-person meetings. The sub branches welcome visits by NSW/ACT Branch Secretary Mark Northam which provide broader insight for members into industrial, professional and educational issues affecting non-government schools in NSW.

Term 3 Sub Branch meetings were once again held face to face. The North Coast meeting was held at the Ivory Tavern Tweed Heads. The Mid North Coast meeting was held at Coffs Harbour Ex Services Club.

Mark Northam again attended both meetings to thank members for their support in the Hear Our Voice Campaign and to discuss where to next in the ongoing campaign.



While supporting members to navigate the changing waters of the pandemic, we continued to push ahead with negotiations around enterprise agreements which included:

- Catholic Systemic Enterprise Agreement - ongoing
- Catholic Independent Schools Agreement B and C - early childhood agreements.

As part of the Hear our Voice Campaign, Lismore officers organised rallies for the Catholic systemic members. Possible action was due to take place on 12 October.

On 28 May, we had rallies at Lennox Head, Coffs Harbour and Port Macquarie. On 30 June, we had rallies in Tweed Heads, Coffs Harbour and Port Macquarie. Throughout August/September we organised member delegations to meet with MPs across the North and Mid North Coast. Thank you to the members who attended these rallies and agreed to give up their time to meet with the MPs to give their first-hand accounts of the chronic teacher shortages. It was great to see the swarm of members in yellow t-shirts come out in support of the IEU's mobile campaign truck when it visited Port Macquarie on 30 August.

We have supported the members who worked in schools that were destroyed in the floods. We have members in the following schools that have relocated:

- Trinity College Lismore has now relocated to Woodlawn College and Southern Cross University Lismore
- St Joseph's Primary Woodburn has moved to Evans Head in the grounds of the Catholic Church
- Our Lady Help of Christians South Lismore has relocated to a decommissioned school at East Lismore
- St Joseph's Primary South Murwillumbah moved into the Multi-Purpose Hall at Mount St Patrick's College Murwillumbah
- the newest school in Lismore, The Living School, has also moved to Southern Cross University.



We also have members in early childhood centres that have been severely impacted.

We have been actively campaigning for the NSW Government to allow staff and students in non-government schools affected by the floods to apply for cash support as it was offered to staff and students in public schools.

We wrote to Lismore MP Janelle Saffin, who has raised it in NSW Parliament and had several discussions with State Education Minister Sarah Mitchell. We have also written to Federal Education Minister Jason Clare seeking his support.

AIS schools across both the North and Mid-North Coast have also kept organisers busy in addressing individual member issues and school related matters.

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 the union will continue to meet and resolve those matters that arise in your schools on the north and mid-north coast regions.

Richard Ryan
Organiser

Teacher exchange

Unfortunately, 2022 sees the wonderful teacher exchange program still on hold. This long-running program offers IEU teacher members in NSW/ACT an opportunity to exchange teaching assignments and accommodation with similarly placed teachers overseas for a period of one year.

The program commenced in 1920 in Department of Education (DET) schools to promote international goodwill and an understanding of different cultures, along with professional and personal development for participating teachers, and the educational enrichment within host schools and systems for the ultimate benefit of students in preparation for global citizenship.

Both IEU and DET have sent thousands of NSW/ACT goodwill ambassadors on exchange to Canada, USA, the UK and International schools in Europe since 1920 for the DET and from 1985 for the IEU; and both organisations are still receiving many emails/phone calls each week in regard to the resumption of the program.

All overseas exchange coordinators meet every few months via Zoom in an endeavour to keep the 'exchange dream' alive. Short-term and e-exchanges are discussed as is the resumption of the one-year exchange program.

Our Alberta exchange counterpart, the Alberta Teachers Association (ATA), continues to keep the 'exchange dream' alive. It has recommenced its short-term exchange program, which provides teachers a one-to-two-week experience where matches are made based on common educational interests. The Alberta teacher is billeted by the Australian counterpart and goes with them to their school. In turn, the Australian teacher is then hosted by the Alberta teacher so they can experience the Alberta education system.

School leaders and teachers arrange cultural visits to correspond with the interests of both parties. Exchanges typically occur over breaks and holidays that stagger with the host country's school schedule. There are no language requirements. The IEU has had some successful short-term exchanges over the years and would consider recommencing the program in the interim.

ATA is also continuing with its e-exchange program. E-exchanges are a one-on-one virtual exchange where matches are made based on common educational interests. Projects and online exchange activities are for approximately six weeks and participants engage in discussions and video chats outside of class hours, much like a virtual pen pal, around educational topics. There are no language requirements.

The NSW Department of Education and IEUA QNT Branch have been trialling this program. This is what one participant said: "This is a fantastic opportunity for professional growth through direct experience. It allows you to effect positive change, connect with people globally, and hone skills of adaptability and flexibility".

Again, the ATA, in its quest to keep the 'exchange dream' alive, produced a research report in December 2021 Benefits of International Teacher and Students Exchanges. The purpose of the report was to provide an overview of the benefits of international teacher and student exchanges for participant outcomes, school communities and K-12 systems.

Researchers from the University of Calgary conducted a search of scholarly literature on international exchanges published between 2010 and 2021, including journal articles, book chapters, dissertations and reports. The findings revealed the benefits of international teacher and student exchanges for the development of intercultural competencies, personal development, classroom pedagogy and the design of future exchanges. A copy of the report can be found at legacy.teachers.ab.ca

The NSW Exchange Teachers League (ETL) holds its monthly meetings during term time at the IEU office in Ultimo, and although it is not hosting welcome receptions for incoming exchange teachers, it is still hosting wonderful weekends and exchange reunions for ETL members, past exchange teachers and visiting exchange teachers from overseas (now that travel restrictions have been lifted) and interstate.

The ETL AGM will be held on Friday 11 November at The Briscoe Building and the IEU will be formally acknowledged for its generosity and assistance. It also held its Regional Reps Meeting at the IEU office on Saturday 13 August; with some Reps attending face-to-face and some via Zoom.

The 90th ETL anniversary celebrations and 100 years of DET exchanges and, most importantly, 35 years of IEU exchanges, was due to be held in March 2020 but was sadly cancelled due to COVID-19.

The ETL Committee is pleased to advise that a venue has been booked and a date set for the postponed anniversary celebrations. It will be held on Saturday 18 March 2023 (post IEU March Council) at the Rowers on Cooks River at Wolli Creek.

It is hoped that ETL members can spread the word so all can join in March 2023 and celebrate over 90 years of volunteer support given to exchange teachers in NSW and the ACT. The IEU will certainly be spreading the word.

All past exchange teachers (and hopefully some visiting past exchange teachers), invited IEU and DET officials; ETL members and friends of the exchange community will be invited to the anniversary celebrations to continue to keep the 'exchange dream' alive!

Helen O'Regan
Teacher Exchange Coordinator

Member benefits

Teachers Health

The financial year of 2022 would be remembered as another in which the fund faced uncertainty due to the COVID-19 pandemic. Restrictions, particularly around lockdowns and access to healthcare services, created both personal and professional challenges for Teachers Health members.

Just as our own IEU members, teachers, early childhood educators, support staff and their families, continued to support their communities through difficult times, Teachers Health continued to support its members with a number of new initiatives.

Giving back

Since the start of the pandemic, Teachers Health has passed back any claims savings realised due to COVID-19 to members. They stayed true to that promise in 2022, extending their support program to return approximately \$31 million from COVID-19 claims savings to more than 178,000 eligible policy holders in August 2022. With the higher cost of living placing increased pressure on household budgets, these one-off payments helped support members at a time they needed it most.

Additionally, they rolled over unused 2021 Extras annual limits and deferred both the 2021 and 2022 premium increases, which is expected to provide a further \$26 million savings to members.

Continuing to grow

Despite the economic adversity resulting from COVID-19, Teachers Health continued to grow in 2022, adding close to 5000 new members to finish the year with over 182,000 policy holders and almost 390,000 lives covered, an increase of 3.7 per cent. It continued to maintain an industry-leading retention rate (over 96 per cent) by offering quality, value for money health insurance cover and by putting members first.

For members, not profit

As a not-for-profit health fund, the health and wellbeing of its members is Teachers Health's number one priority, as well as ensuring it continues to provide value-for-money health insurance.

Despite interruptions to health services impacting members' abilities to use their benefits, Teachers Health centres carried out more than 12,000 eyecare and 31,000 dental patient consultations during the financial year. After many months of being non-operational in Macquarie Street, Parramatta, Teachers Health opened their new state-of-the-art Health Centre at 60 Phillip Street, Parramatta. Services on offer are: eyecare, dental and a member care counter. The IEU was pleased to be part of the official opening on 16 May.

Together we're better

Teachers Health was once again proud to work 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 everything they do.

Teachers Mutual Bank

Teachers Mutual Bank (TMB) is Australia's leading bank for employees in the education sector. TMB and the IEU once again entered into a sponsorship arrangement with a jointly signed Memorandum of Understanding for 2022-2025 (a three-year arrangement) to work together to co-promote and celebrate the launch of the partnership that both organisations have formed over the past years.

The IEU will assist TMB create a survey which the IEU will distribute to members to gain insight on how best TMB can tailor banking products and services, which help improve their financial wellbeing.

The union continues to conduct the new members survey each month. TMB have sponsored the survey for the past few years and each month, a new member is randomly selected to win a \$100 gift card. Due to the massive record number of new joins in May this year, four TMB sponsored gift cards were offered to new members.

As determined by the needs of both TMB and the union, TMB will sponsor key union events on a case-by-case basis and these sponsored activities and events are reviewed annually. TMB is looking forward to supporting various events throughout 2022-2023, including principal breakfast meetings and beginning teacher days.

TMB continues to 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 meet either by Zoom or face-to-face to provide an update to each organisation, to share insights and to plan resources. TMB place an editorial or ad in each issue of *Newsmonth* as part of its sponsorship arrangements.

TMB's ethical policies have contributed to the bank once again being recognised as one of the world's most ethical companies, with members investing in a brighter future for the education community with zero direct investment in fossil fuels. Climate change is addressed more broadly across the bank in its Sustainability Policy and other policies, in such areas as waste, supply chain and sourcing, its car fleet, energy efficiency and environmental education and grants. The union was pleased to welcome back the sponsorship by TMB of this year's round of Environment Grants.

NGS Super

The IEU and NGS once again entered into a Marketing Agreement this year to continue its ongoing sponsorship

arrangement and to provide a business opportunity for the fund to inform and educate 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, financial education services, and its commitment to social and environmental responsibility.

NGS has been a SuperRatings platinum rated super performer for over 15 years; it was awarded Best Fund for Insurance and a 5 Apple rating from the independent rating agency Chant West and an 'Infinity' recognised super fund for this focus on social and environmental responsibility.

NGS offers a range of education and advice options, including webinars, financial planning and online learning modules. The free seminars cover topics to help NGS members at all life stages eg how to use super to buy a first home, exploring investment options, and protecting wealth.

The NGS Financial Planning team are professional, experienced and understanding. NGS held a retirement and transition to retirement seminar in IEU's Ultimo office on 28 September. This is the first face-to-face retirement seminar for several years due to COVID-19 and NGS is looking forward to hosting further retirement seminars for IEU/NGS members in the next school holidays in the IEU's offices in Ultimo and Newcastle and the IEU office space in Wollongong.

NGS relationship managers are also looking forward, post COVID-19, to meet with members at their workplaces and with IEU staff to discuss their superannuation needs and financial decisions. NGS financial planners are also available to meet with members to give them wealth-building advice, both inside and outside of super.

The union continues to promote and recognise NGS as the sponsor of all IEU PD events and displays the NGS logo on all flyers and digital presentations. NGS once again provided the union with co-branded IEU/NGS tote bags which were used for IEU Council meetings and IEU Organiser visits to schools throughout 2022.

NGS sponsors the NGS Scholarship Awards – six scholarships to the value of \$5000. The awards recognise the staff in non-government schools to help them maximise their contribution to the sector and foster their professional development. A NSW/ACT IEU member was a lucky award recipient this year and has been accepted to complete a Stronger Smarter Leadership Program which focuses in incorporating Indigenous knowledge into STEM.

NGS also continues to sponsor the Mother's Day Classic in May each year which just celebrated its 25th anniversary year. This year, NGS also sponsored the Largest School Team Trophy and the Highest Fundraising School Team Trophy.

Union Shopper

In 2022, the ACTU endorsed Union Shopper as the preferred member benefits provider to union members. Union Shopper is 100 per cent union owned, is Australia's largest union-owned member benefits program and has

been operating for over 45 years with an all benefit to members ethos. It is a proud not-for-profit organisation and run solely to benefit members.

Union Shopper has over 100 unions across Australia already offering their combined members database of over 700,000 members access to the largest number of offers and savings. Their years of experience and bargaining power enables Union Shopper to ensure that IEU members and their families receive the best possible savings. By harnessing the purchasing power of the union collective, Union Shopper can go to the marketplace with volume sales each day and can command the best prices available on a wide range of goods and services.

The IEU has continued to partner with Union Shopper as a service provider to offer its members access to a wide range of benefits, including lifestyle and leisure, and financial offers. With their long years of experience and bargaining power, IEU members are

Union Shopper is proud to announce that its brand new website has gone live. IEU members can register via the customised Union Shopper landing page: unionshopper.com.au/union/ieu-nsw-act/

Andrew Tait, Executive Officer of Union Shopper, interviewed in *Newsmonth* this year said: "Union Shopper is proud of its history and the achievement of being the number one member benefits organisation within the union movement. He acknowledged that this has only been made possible because of solid engagement and support from members and thanks members of the IEUA NSW/ACT Branch for their ongoing support and looks forward to working with the IEU in the years ahead."

Workers Health Centre

Established in the early 1970s, the Workers Health Centre (WHC) is Australia's oldest workers health and safety and return to work service. It is a not-for-profit organisation and used by trade unions, employers, government departments, local councils and community organisations. To this day, it remains Australia's most experienced injury management and occupational rehabilitation service. WHC remains a union preferred provider and its partnership with union affiliates means it works together towards the best outcome for all.

WHCs vision is to continually campaign for change for working people and strives to be the leading provider of workplace rehabilitation, injury management, health, safety, welfare and education of workers and the community.

WHC was pleased to be invited to attend the union's June Council meeting. Delegates were able to access a free health check and hearing checks. Amplifon conducts free hearing checks and advanced hearing assessments for union members and offer discounts on hearing aids. A presentation on 'Managing your Mental and Physical Health' was also provided to Council delegates by a WHC mental health specialist.

A pleasing statistical breakdown of the health checks and great responses and feedback from the mental health presentation were received.

CEO Peter Remfrey said, "We really enjoyed attending June Council, the group were so engaging. It was

amazing to see a union meeting during a campaign when the energy and excitement fills the room. It was also a fantastic opportunity for WHC to meet many IEU delegates and to gain a greater understanding of the unions who provide the referrals of our injured workers”.

The IEU is proud to be affiliated with Workers Health Centre and look forward to working with them throughout 2022-2023.

Welfare Rights Centre

The IEU has a long-running affiliation with the Welfare Rights Centre (WRC), a community legal centre specialising in social security law. WRC provides assistance to members in the complex area of social security entitlements including: unemployment benefits; family allowance; sickness assistance; disability support pension; parenting payments and social security payments.

WRC provides an annual report to the IEU and this year has produced a Trade Union Program Information Package. The Trade Union Program focuses on six main issues which affect union members: unemployment; reporting income and avoiding debt; disability; families; and retirement and pre-retirement planning.

The WRC Trade Union Program assists unions to serve their members in relation to problems with Centrelink and any union which is registered or has a branch in NSW may apply to WRC to join the Trade Union Program. By joining the program, unions can also demonstrate their support for the centre’s work and vision which is for a fair, just and inclusive society where everyone has the resources they need to lead a meaningful life. Essential to achieving this vision is a fair, just and accessible income support system across Australia.

WRC acknowledges the IEU’s ongoing support which has been critical for them to deliver a high quality and specialist legal service, especially during the NSW lockdown and Omicron wave that continues to impact their clients and service.

The IEU looks forward to a presentation by Katherine Boyle, CEO of Welfare Rights Centre, at its Officers’ planning days in February 2023.

Helen O’Regan
Member Benefits Coordinator

National International

A strong voice to government

The election of a new federal government in 2022 has been a welcome change to the nature of government engagement with our union as we seek to ensure a strong IEU voice on the issues that impact the working and professional lives of our members.

While the anticipated legislative and reform agenda of the new government is broad, several priorities have been identified by our union:

- industrial relations reform: the return to fair and balanced workplace laws
- a strong voice for the education profession: teaching practitioners must be heard on critical education debates around curriculum, funding, workforce planning and initial teacher education programs
- equity and inclusiveness: the new government is to be commended on their commitment to honour The Uluru Statement from The Heart and our union will continue to campaign to support this long overdue change
- legislated protections: the new government must ensure non-government education employees are free from all forms of workplace discrimination

IEU meets with Education Minister

The IEU met with the new Federal Education Minister Jason Clare on 15 July 2022 for a wide-ranging discussion on the priority issues in our education system.

While many challenges lay ahead, the IEU welcomed the open and inclusive approach of the Minister and his commitment to listen to the voice of education practitioners as reform plans are developed.

The key issues and concerns raised by IEU members across the country were delivered to the Minister:

- national teacher shortages and the various factors, both immediate and long term, contributing to the problem
- concerns with the status of teaching and attacks on the profession
- the drivers of workload pressures and teacher burnout in schools and early childhood centres
- the influence of actors external to education, to the exclusion of teachers
- the need for funding transparency and accountability within education
- the current status of collective bargaining structures and coverage across the sector including differential wages and conditions
- the need for bodies such as AITSL to include both AEU and IEU representation
- strategies to improve educational opportunity for disadvantaged students.

A commitment to ongoing consultation and professional dialogue on education issues was confirmed

by the Minister, who will also be invited to attend a future meeting of the IEU Executive.

IEU meets with Minister for Early Childhood Education

The IEU met with Federal Early Childhood Education Minister Dr Anne Aly on 22 June 2022 to discuss the key issues impacting the early childhood education sector and confirmed ongoing engagement by the Minister with our union on:

- the recognition of the importance of early childhood education and the critical role of qualified early childhood education (ECE) teachers as the foundation of our early childhood system
- staffing issues impacting the quality of early childhood programs
- a fairer industrial relations system for pay equity
- the need for long-term government commitment to fair funding for quality early childhood education.

Ministerial round table

The IEUA Federal Secretary Christine Cooper attended the round table on early childhood education. It was refreshing to hear a federal government minister value early childhood education as vital to a child's learning and development. Commentary from the previous federal government often limited early childhood education to simply an economic mechanism to support workplace participation in the community.

The IEU called on the government to develop a guaranteed funding stream for the sector which would deliver and safeguard pay and conditions comparable to schools.

Ministerial round table on teacher workforce

IEUA NSWACT Executive member Angela McDonald and IEUA Federal Secretary Christine Cooper attended the ministerial round table to discuss the causes of teacher shortages and next steps in addressing these significant issues.

For the first time in over a decade, teachers and their union have been given the opportunity to address education ministers on the problems directing affecting them. The IEU has been warning of work intensification, teacher burnout and teacher shortages for years. This is first time these warning have been heeded.

There are many challenges ahead, but the IEU remains positive and holds high expectations for a new federal minister who is prepared to listen and work collaboratively with the teaching profession and education unions.

The finalisation of a National Action Plan on Teacher Shortages is to occur in December 2022. This will be an essential next step in delivering real change in our schools. The IEU is part of the Action Plan Working Group initiated on 29 August 2022.

ACTU Reference Group

The IEU was represented in all ACTU Reference Groups in the lead up to the Federal Government's Jobs and Skills Summit on 1-2 September in Canberra. The reference groups were set up to support the topics that were identified by the government for the Jobs and Skills Summit. The reference groups met on several occasions via Zoom as the ACTU formulated its broad positions to take to the summit.

The themes for the reference group to discuss were:

- maximising jobs and opportunities from renewable energy, tackling climate change, the digital economy, the care economy, and a future made in Australia
- delivering secure, well-paid jobs and strong and sustainable wages growth
- addressing skills shortages and getting the skills mix right over the long-term and improving migration settings to support higher productivity and wages
- ensuring women have equal opportunities and equal pay
- expanding employment opportunities for all Australians including the most disadvantaged.

The IEU played a key role in the ACTU worker delegations and lobby program. The purpose of the discussion was to consider changes needed to federal laws and in particular the changes that IEU members need in the collective bargaining system to restore a fair process in schools and early childhood centres.

IEUA NSW/ACT Branch member and Preschool Director Janene Rox delivered her first-hand experience to 15 government MPs and senators about the problems with the bargaining system in our sector and why IEU members needed the return of fair and balanced laws.

Federal Government's Jobs and Skills Summit

The IEU welcomed the opportunity to participate in the Jobs and Skills Summit at Parliament House on 1-2 September. The IEU, together with other unions, raised concerns about broken workplace laws that have been stacked against employees for decades.

Every year, the IEU negotiates hundreds of agreements covering tens of thousands of employees. It was essential that the Jobs and Skills Summit prioritised the repair of bargaining laws, so that employees, including teachers in schools and in early childhood centres, stand a fair chance in a system that is simple, fair and accessible.

A strong umpire to enforce genuine bargaining is needed. The Fair Work Commission must be able to intervene in protracted disputes to ensure good faith bargaining and arbitration.

The current laws are designed to shut down any attempt by union members to take a stand on critical workplace issues. These restrictions must end.

Education and professional issues

NAPLAN

In June 2022, the IEU Education Committee met with ACARA for an update on the NAPLAN testing for 2022 and proposed changes for 2023. It was reported that 2022 was the final year of transitioning to online testing, with schools across Australia completing NAPLAN tests

online. It was noted that over 4 million tests had been submitted by more than 1.2 million students.

Further, education ministers have agreed to move the NAPLAN testing to Term 1 in 2023. This is so results would be available to education authorities earlier to inform teaching and learning programs and to assist teachers assessing student support requirements.

The IEU Education Committee questioned the practicalities of this decision and drew attention to the likely issues for Year 3 students, many of whom will still be aged seven, and the corresponding implications for the proportion of 'above stage' questions in the exam.

The committee further raised the issue of online practice tests not being available due to the earlier testing period and the impact that would have in supporting students. Teachers would not be able to prepare students in the techniques of online testing. The committee also requested professional development on adaptive testing, which is not currently available.

The committee questioned the processes regarding reporting. ACARA confirmed that results for opt-in assessments will only be available to participating schools and systems, and not reported publicly. However, the IEU has concerns regarding the impact on workload and lack of consultation at the school/system level.

AITSL

In October 2021, the IEU Education Committee made a submission to the AITSL discussion paper *Developing, Esteeming and Investing in Expertise: The second decade of AITSL*. The basis of this paper was to set strategic directions for the organisation into the future. The IEU Education Committee identified several aspects of the discussion paper that were concerning and responded to these matters.

The assertion that AITSL was the 'voice of the profession' was challenged. It was emphasised that as AITSL was a not-for-profit company funded and owned by the federal government, the federal education minister represents the Commonwealth and appoints the board of directors. As such, AITSL takes its direction from the minister (and state education ministers). Therefore, AITSL is not a true voice of the profession as it is strongly influenced by the government or minister of the time.

The voice of the profession is the role of education unions. The IEU emphasised that if AITSL wishes to listen to the 'voice of the profession', then it should restore union representation on the AITSL Board and relevant committees.

In November 2021, the IEU Education Committee met with the Chair of the AITSL Board to discuss the submission paper. The final AITSL strategic plan was released in July 2022.

On 13 July 2022, joint correspondence was forwarded to the Federal Education Minister Jason Clare requesting representation of the two education unions on the AITSL Board.

The current governance structure of the board as listed on the AITSL website, includes representatives from the Association of the Heads of Independent

Schools, Queensland Catholic Education Commission, School of Education and Professional Studies at Griffith University, Australian Primary Principal Association, Victorian Curriculum and Assessment and one highly accomplished teacher from a remote indigenous school.

As the real voice of the education profession, the AEU and IEU sought that each union have positions on the AITSL Board, thereby bringing a more balanced view, to the board, from the teaching profession within each sector.

A response from the Minister's office was received on 12 September 2022. The Minister, on behalf of the Federal Government, acknowledged the enormous pressures facing teachers and was committed to working collaboratively to address the issue. He also valued the insights and representation both unions brought to the Teacher Workforce Roundtable on 12 August 2022. The Minister acknowledged the request to include a representative from each union on the Board of AITSL and would take this into account when considering future appointments.

ACECQA – National Workforce Strategy for Early Childhood Education

After 18 months of consultation with the IEU Early Childhood Consultative Group, the 10-year workforce strategy for early childhood education *Shaping Our Future* was released.

Throughout the consultations, the IEU continued to highlight inequitable pay and conditions that impact on the recruitment, development and retention of a high-quality education and care workforce.

International activities

COPE

The conference of the Council of Pacific Education (COPE) is held every three years. The conference adopts its rules of procedure and agenda, determine the policies, principles of action and program of COPE. It elects the President, Vice Presidents, Women's Network Coordinator and Assistant Women's Network Coordinator of the Committee. Each member organisation is entitled to be represented by two official delegates.

The COPE conference is being held in Nadi, Fiji from 31 October-4 November. IEUA NSW/ACT Branch will be represented at COPE by Organisers Lyn Caton and Valerie Jones, and Executive member Angela McDonald.

EI Asia-Pacific Regional Conference

The ninth Educational International Asia-Pacific Conference is being held in Siem Reap, Cambodia on 18-20 October 2022. The theme of this year's conference is *Rebuilding the Asia-Pacific: Educators and their Unions at the Forefront towards a Sustainable Future*.

The IEUA has five delegation spots and five observer spots (observer numbers have been limited due to COVID-19). A gender balance in the IEUA's delegation attendance has also been requested by Education International Asia-Pacific.

IEUA NSW/ACT Branch will be represented at EI Asia-Pacific Regional Conference by Assistant Secretary Liam Griffiths.

President's report

This year started on a brighter note than 2021 and it felt almost back to normal with many COVID-19 restrictions lifted. March Council meeting was face-to-face and it was wonderful to see everyone together again.

More than 540 Catholic systemic school chapters voted to engage in protected industrial action to show their support about ending excessive workload and to voice their anger over pay for teachers and support staff. They need to be paid for the work that they do each day.

Teacher shortages became an issue and permanent teaching positions were not filled and classes were being interrupted.

International Women's Day was celebrated with a virtual afternoon tea, celebrating achievements made by outstanding and courageous young Australian women and illustrating what still needs to be achieved in the future.

Much of NSW was affected by torrential rain causing devastating floods throughout the state.

Schools, homes and businesses suffered terrible losses and members and schools are still recovering even today. Our own IEU office in Lismore, which was only officially opened late last year, was also devastated by the floods and requires extensive work.

My thanks go to the Lismore office staff Steve, Richard, Carolyn and Cassie for their ongoing commitment, working from home to make sure members needs were met.

We acknowledge and thank Mark Anderson, Mary Murtagh and Simon Dundon who retired after many years as Council delegates. Thank you for your dedication and support of the IEU. Best wishes for a restful and well-earned retirement.

We welcomed IEUA NSW/ACT Branch Secretary Mark Northam returning from leave.

On 27 May the time was right for our voices to be heard. Thousands of teachers and support staff attended stop-work rallies around NSW and the ACT dressed in yellow t-shirts, waving banners, flags and posters. A sea of yellow. Chants and songs were loud and clear. We deserve:

Better wages

- Better working conditions
- A better deal for support staff
- Better and additional time to plan and prepare lessons
- Better work life balance.

Thanks must go to Reps in schools, Organisers and the membership team for all the work that went into this successful stop work day.

Historic day

On 30 June it was history in the making when the NSW Teachers Federation and the IEUA NSW/ACT Branch came together to express their frustration at the lack of commitment of the NSW Government, Catholic

employers and the bishops to teachers needing to be paid what they are worth, pay rises for all support staff and additional time for lesson preparation and planning.

Thank you again each member who attended a rally in support of the Hear Our Voice campaign.

The main rally in Sydney was a sea of yellow and red as thousands upon thousands of members, children, dogs and cats marched on Parliament House. What a scene and what a noise it was.

The extensive coverage of rallies in the June and July issues of *Newsmouth* was a record with true pictorial splendour, capturing the mood and feeling of the crowds. These editions should have been seen in every staff room, on every IEU noticeboard and on every teacher's desk. A huge thank you to our amazing publications department, Monica Crouch, Katie Camarena, Sue Osborne and Chris Ruddle for an absolutely superb job.

Teacher shortages around the state is a huge ongoing problem in all schools. Teachers have been asked to supervise several classes at a time, students placed in the playground or library in huge numbers where they are expected to go on with work or study just to fill in the time.

Is this the education that our students deserve? Definitely not.

Is this the reason teachers joined this profession? Definitely not.

This ongoing problem needs to be addressed and addressed NOW.

Is there any wonder that school leavers are avoiding teaching degrees when they see the impact on their own teachers who are overworked, stressed and underpaid.

When will the people in high places recognise that the education system needs fixing?

We need to continue the good fight, keep the pressure on until we finally reach the outcomes that we are willing to accept.

Stand united and collectively and we will make a difference. Let our voices be heard.

Term 4 will be an interesting one. As we work towards the end of the year, we can only hope that it will be a favourable one for all.

Best wishes and I thank each one of you for your ongoing support throughout the year. It has been a difficult one for everyone.

It is with sadness that today marks the end of a long association with several members of the Executive.

Carolyn Collins has held the position of Vice President Support Staff for many years and has been a voice for all support staff working in all sectors. She has been true to her word and fought for conditions and better pay for all. Carolyn has been a most valued member of the Executive, never afraid to get her hands dirty and always willing to help when needed. A great support and a true friend. She will be sorely missed, and I wish her well.



Gabe Connell, Vice President Early Childhood, has also been someone who never gave up the fight for early childhood teachers. She is an encyclopedia of everything to do with her sector. Gabe has a passion for travel and now the world awaits her. Family is a big part of her life, and she now has the time to spend with her beautiful grandchildren. Best wishes Gabe and thank you for your contribution to the Executive over many years.

John O'Neill is also leaving us as the time is right to look after his health, relax and do the things in life that have taken second place for many years. John is a quiet, gentle man and when he has something to say it was certainly worth listening to. He thought hard about issues concerning Catholic systemic schools and had the capacity to sum up the situation well. You will be missed John and I thank you for your contribution over the years. Enjoy your retirement and now you too can travel to places that are awaiting you.

To Bruce Paine, who has held the position of Vice President Non Systemic, thank you. Along with John, always a true gentleman who took his position seriously, speaking up on issues that concerned the sector. Bruce was always willing to get his hands dirty and assist where

possible with setting up and cleaning up after Council and Executive meetings. Family is top priority in his life, and he will now have that extra time to spend with Cath, his children and his beautiful grandchildren. Thank you, Bruce, for the many years you have been a delegate to Council representing the Central West Sub Branch and also your time on Executive.

Phoebe Craddock-Lovett also resigned from Executive earlier this year due to work commitments. Thank you, Phoebe, for your valued contribution to the Executive.

I sincerely thank the Executive team for their work and support, to the officers who have worked tirelessly and to Mark Northam, Carol Matthews and Helen O'Regan for their support, guidance, friendship and leadership through this incredible year.

To you the members, thank you for your friendship, support and hard work. Thank you for welcoming me to your sub branch meetings.

May you all have a wonderful Christmas and an even better 2023.

Chris Wilkinson
President

2023 MEETINGS

Term 1

Term dates (NSW and ACT): 27 January – 6 April
Sub Branch AGMs: 13 February – 28 February
Council: Saturday 18 March (end week 7)

Term 2

Term dates (NSW and ACT): 24 April – 30 June
Sub Branch meetings: 8 May – 26 May
Council: Saturday 17 June (end week 7)

Term 3

Term dates (NSW and ACT) 17 July – 22 September
Sub Branch Meetings: 24 July – 11 August
Council: Saturday 19 August (end week 4)

Term 4

NSW: 9 October – 19 December
ACT: 9 October – 15 December
Sub Branch Meetings: 1 November – 24 November
Annual General Meeting: Saturday 21 October
(end week 2)

2024

Term 1

Council: 16 March 2024
Sub Branch AGMs: 12 February – 4 March 2024





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