




2023 Annual Report

A photograph of ACTU Secretary Sally McManus speaking at a press conference. She is wearing glasses and a dark blazer over a red top. In the foreground, several microphones are visible, including one with the 'sky news' logo. The background is slightly blurred, showing other people in a professional setting. A solid red vertical bar is on the left side of the image.

**“You can sack us.
You can outlaw us.
But you will never defeat us.**

**For you can never crush or
destroy a belief - the right of
all of us to be treated equally
and fairly.**

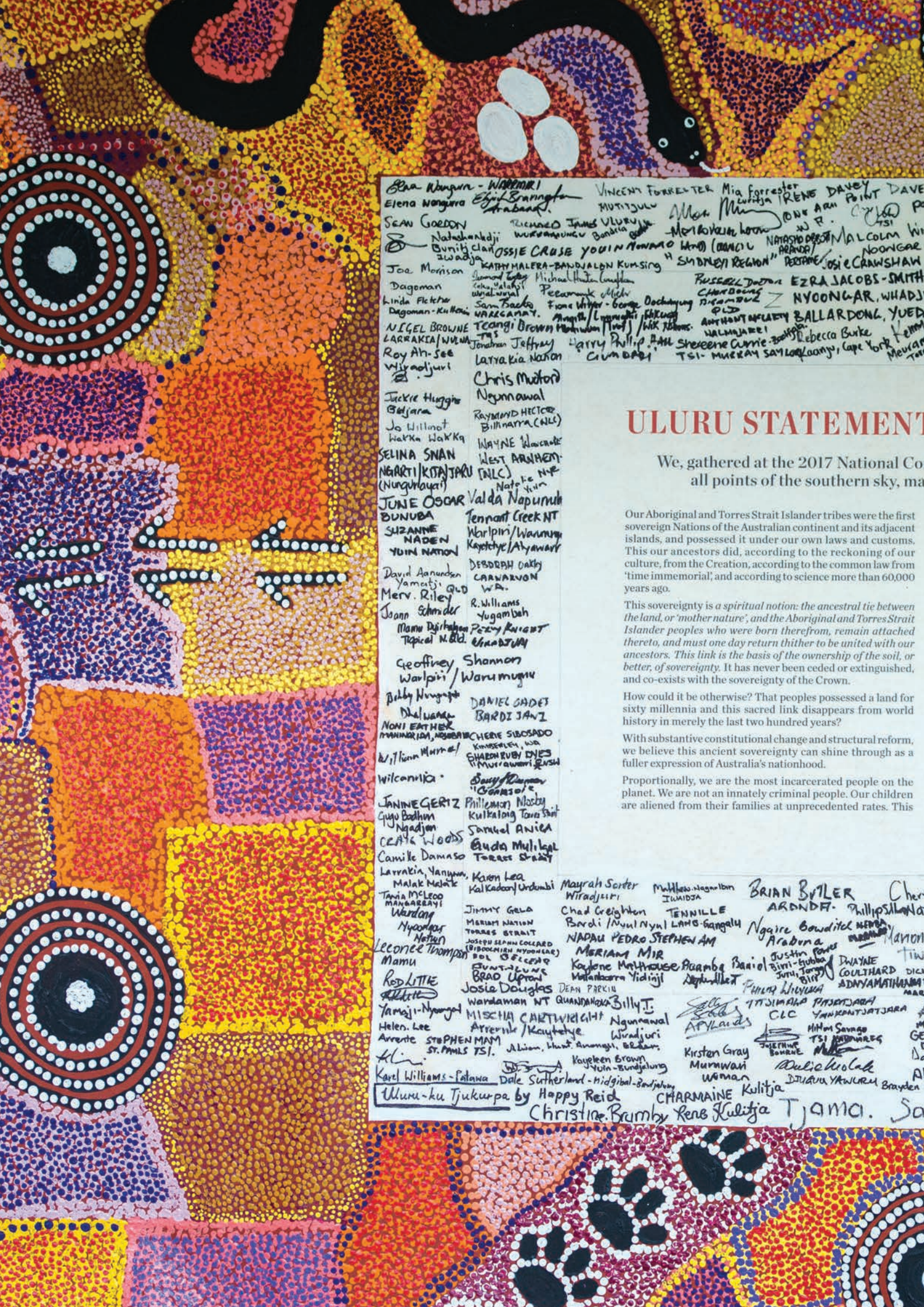
**And you can never take away
our power - the power of
unions - the simple act of
working people deciding to
stick together”**

ACTU Secretary Sally McManus

Agenda

ANNUAL GENERAL MEETING SATURDAY 28 OCTOBER 2023

- 1.0** Opening of Meeting
 - Formal Opening of Meeting
 - Acknowledgment of Country
 - Adoption of Agenda
- 2.0** Credentialling of Delegates and Apologies
- 3.0** Confirmation of Minutes – August 2023 Council
- 4.0** Business Arising from Minutes of August 2023 Council
- 5.0** Financial Statements and 2024 Budget (for information only)
- 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 – NESA CEO Paul Martin
- 11.0** Early Career Teacher Panel and Workshop
- 12.0** General Business
 - 12.1** Catholic Systemic Schools
 - 12.2** Catholic Independent Schools
 - 12.3** AIS Independent Schools
 - 12.4** Christian Schools
 - 12.5** Using the New Provisions of the *Fair Work Act*
- 13.0** IEU rules
 - 13.1** Election of Returning Officer
 - 13.2** Election to fill Casual Vacancy in position of Secretary and possible consequential Vacancy of Deputy Secretary
- 14.0** Committee Reports
 - 14.1** Professional Engagement
 - 14.2** Women and Equity
 - 14.3** ECEC
 - 14.4** Environment – Presentation of 2022/2023 Environment Grants
 - 14.5** NGS Super
 - 14.6** Aboriginal and Torres Strait Islander Advisory Committee
 - 14.7** Website Redevelopment
- 15.0** Questions Without Notice
- 16.0** Other Business



Elena Wongura *Ejil Brannington* *Arabaad.* VINCENT FORRESTER Mia Forrester *Luritja* RENE DAVEY DAVEY POINT DAVEY
 SEAN GORDON *Natashankdji* *Bunithi* *awadja* *Richard James Uluru* *wurranpungu* *Bonita* *Mia* *Mia* *ONE ARM* *TSI* *PO*
 Joe Morrison *KATHY MALERA-BANDJALON* *KUNSIING* *SHIMNEY REGION* *PESTIPARE* *OSIE CRAWSHAW*
 Dagoman *Samuel Eby* *Michael Hatten* *Laughlin* *RUSSELL DODD* *EZRA JACOBS-SMITH*
 Linda Fletcher *Sam Baabo* *Fiona Witter* *George Dochanyung* *CHARDON* *NYOONGAR, WHADJ*
 DAGOMAN-KULKAN *WARRICAMAT.* *Angela* *Lynne* *John* *PLD* *ANTHONY MURPHY* *BALLARDONG, YUED*
 NIGEL BROWNE *TEANGI BROWN* *Mathewson* *Phil* *John* *WALMARRA* *Rebecca Burke* *YEMM*
 LARRAKIA/WULU *Jonathan Jeffrey* *Harry Phillip* *PAUL SHEENE* *CARIE* *3000* *Rebecca Burke* *YEMM*
 Roy Ah-See *LATYAKIA* *Nathan* *CUM DABI* *TSI-MURRAY* *SAMUEL* *LAAMP* *Cape York* *YEMM*
 Wilyadjuri *Chris Mulford* *Ngunawal*
 Jackie Huggins *Raymond HECTER* *Bilinarra* *(NLC)*
 Selina Snan *WAYNE* *Walcote* *WEST ARNHEM* *(NLC)* *N.P.*
 NGARTI/KITAJARI *Natasha* *N.P.*
 (Nunguhayi) *JUNE OSCAR* *Valda Napuruk*
 BUNUBA *Tennant Creek NT*
 SUZANNE *Warlpiri/Warumungu*
 NADEN *Kaytetye/Alyawarr*
 YUIN NATION *DEBORAH Oaky* *CANARVON* *WA.*
 David Anurden *Merv. Riley* *R. Williams* *Yugambah*
 Yamaciji QLD *Joann Schneider* *Mama Diritaban* *PEZY KNIGHT* *Topical N. Eld.* *CHARDJUN*
 Geoffrey Shannon *Warlpiri/Warumungu*
 Bubby Nungupit *DANIEL GADES*
 Dhalwagan *BARDI JANZ*
 NONI EATHER *CHERIE SIBOSADO* *KANBERLEY, WA*
 MANNORIAN, NGORAN *SHARON RUBY DYES* *MURRAYSWAMP, WA*
 KILLIAN MURRAY *WILCANNIA* *Daisy* *Dawson* *GOSSAGE*
 JANINE GERTZ *Philemon* *Mosby* *Kulkaring* *Toro* *Saint*
 Gugu Boodim *Ngadjon* *SAMUEL ANICA*
 CEATA WOODS *Camille Damaso* *Guda* *Mulkaal* *Torres Strait*
 Larrakin, Yanyam, *Karen Lea* *Mayrah Sorder* *Mullewa* *Ngunibon* *BRIAN BYLER* *Cher*
 MALAK MALAK *Kalkadany/Urdumbi* *Wiradjuri* *ITUMBIDA* *ARONDF.* *Phillips* *Wan*
 Tania McLEOD *JIMMY GELA* *Chad Creighton* *TENNILLE* *Ngairi Bowditch* *NEPA* *Wan*
 MANGABAYI *MERIAM NATION* *TORRES STRAIT* *BARDI/MYULNYUL* *LANS-GANGALU* *Arabuna* *Wan*
 WARDONG *JOSEPH SELMAN COLLARD* *JOSEPH SELMAN COLLARD* *BOB O'LEARY* *NADAU PEDRO* *STEPHEN AM* *Justin* *Pons* *Wan*
 Nyoongar *BRUNY-LUM* *BRAD Upton* *Josie Douglas* *DEAN PARKIN* *MERIAM MIR* *Kaylene* *Mathhouse* *Paamba* *Bariol* *Busti* *Hubba* *Wan*
 Nethen *BRAD Upton* *Josie Douglas* *DEAN PARKIN* *MERIAM MIR* *Kaylene* *Mathhouse* *Paamba* *Bariol* *Busti* *Hubba* *Wan*
 Leconee Thompson *WARDAMAN NT* *QUANTALAKA* *Billy J.* *Ngunawal* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Mamu *MISCHAI CARTWRIGHT* *Ngunawal* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Rod LITTLE *Arrennik/Kaytetye* *Wiradjuri* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Tamaji-Nyoongar *Arrennik/Kaytetye* *Wiradjuri* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Helen Lee *Arrennik/Kaytetye* *Wiradjuri* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Arrente *STEPHEN MAM* *St. PAULS TSI.* *Alison* *hust* *Anangsi* *Edgar* *Kristen Gray* *Murnwan* *Waman* *Dulcie Holak* *Wan*
 Kavel Williams - Palana *Dale Sutherland* *Midjibal-Bardjalu* *Kayleen Brown* *Vuin-Bundjalung* *Wardaman* *NT* *QUANTALAKA* *Billy J.* *Ngunawal*
 Wulumu-ku Tjukurpa by Happy Reid *CHARMAINE* *Kulitja* *Christine Brumby* *RENE* *Kulitja* *Tjama.* *Sa*

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 thither 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 alienated from their families at unprecedented rates. This



WARRENER
ALAWAI
LIAMAS
Gurindji
UK
B
Les
PAT SKAHM
WARRUNGU.
Ivy ARAGU
Trevillion
FORRES Strait
Maggie
Walter
petu
brodm
lukifa
Lorraine
Goffin
NARRA
NIVIA
PARI
Thomas
MAYOR
PAH
Niywaji
RICHARD DIVON
GOLWA
ROBINSON, RIVER
N.L.C.
Abigail
Hawe
Kalkulgal
Wange
Baraman
Niywaji
Iony
Nurramanta
Groote
Eylandt
Arindihakwa
Tchil
Lock
Idinji
NLC, Chris
Neade
Tinaali
Victor
WOODLEY, W. A
Nolan
Hunter
Sai
di
Jami
BERNARD
MARIAM
Trish
Rigby
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Dark
Doons
Donald
Pakana
Tas
Yalanji
Zusy
O'Shane
Yalanji
Soni
CUSTODIAN
MIA
CHRISTOPHERSEN
NURAM
Geoff
CAR K
TJAPMARA
MARA
SAR
Lisa
Mumbin
Na
Jawaya
Mangun
Munguy
Nita
miluk
Mac
Mac
Morris
TSI-
Luthati
Justin
Mahmud
Goorang
Goorang
PATER
WINDIE
THUDGAXI
Barbara
R Shaw
Tina
Camp
KORAL
MARRIN
HAZELBANE
A
SALLADONG
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BIDONGAR
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Rodney
Fribbins
Palawa
Tas
JAY
KICKETT
Shawn
Brown
Patricia
Laurie
Yaegl/
Bundjalung
Nation
Northern
NSW
Christy
Cain
Shant
McIntyre
MATHEN
SHAN
MANNING
RANT
(Kunte)
GEOFF
SCOTT
MEADYAT
(WANT)
ERICA
SMITS
(MALL)
Gombroi
WALCOTT
LYNETTE
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SMITH
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Damon
Williams
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Kumbarly
Nicoles
(Nanyak)
BANSAN
JAKI
ADAMS
WITHIMI/
GURINDJI
GUUGU
YIMIDHIRR, PETER
SMITH
"DIANA
YUNPINKU
SUMATSI"
"BARU"
MIMMY
WILSON
yangkung
jatjara.
PITJANTJARA.
MARUKU
ARTs by Anangu

FROM THE HEART

Constitutional Convention, coming 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.

Axleby
Tungga
Sourougour
I Islands
KIE BEDFORD
BUNUBA
AA NOORA NOORA
MARRAWADI NATION
MMA MCKINNON
SARKINOJI
avid ROSS
ha Springs
Grogan - Yalanji
DOYEN RADCLIFFE
NAAGJA
Sally-Anne Gumble
Naaaja
Sheley
Cade
Wilman
Noongar
Rowena
Bullio
DALASSA
YORKSTON
MERIAM
SAMUEL BUSH - BLANAI
MAILAI - EAST ARNHAM
Tanya
Hosch
TSI
Rachel
Pekins
Arrernte +
Kalkadool
RODERICK BURKE - KANIBU
BALNEGARRAHARRA
Yanyuru
Torres
Strait
TINA WILLIAMS
WIDJAEUL - WIAEAL
BUNDJALUNG
NATION
CENTRAL
GOMELIN
NERYAMPAA
Rosanna
De
Smiths
TINI ISLANDS
WYOMIE ROBERTSON
LARRAKIA
VERONICA BIRD
BUTCHULLA
LINETTE DE SMITH
TINI ISLANDS
Damon Williams
B
M
D
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Billy Ah Choo
Kumbarly
Nicoles (Nanyak)
BANSAN
JAKI ADAMS
WITHIMI/
GURINDJI
GUUGU YIMIDHIRR, PETER
SMITH
"DIANA YUNPINKU
SUMATSI"
"BARU"
MIMMY WILSON
yangkung
jatjara.
PITJANTJARA.
MARUKU
ARTs by Anangu

Cover art

Kalisha Buchanan has lived in Lismore, Ballina, Taree and Wollongong.

Kalisha's artwork is titled "Self Centred" as she likes to 'describe who I am through my art.'

Kalisha's artwork is a Dreamtime Story of the Seven Sisters. How every star we see at night became who they are. And how to travel to every star.







Outline & annexures

Introduction

List of Annexures

- 1 Industrial
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- 8 Professional engagement
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President's report







Introduction



What a year!

Since October 2022, the union has been engaged in an intensive campaign centred on Catholic systemic schools. Almost 11 months later, a landmark decision was reached. It will have far-reaching effects for NSW teachers and support staff. Achieving new salary benchmarks across the state, this campaign may well inspire similar gains for our colleagues across the country.

If it weren't for the sustained action and dedication of IEU members across NSW and the ACT we would not have achieved such a victory. Together, we stood up and worked shoulder to shoulder with other unions to show that teachers and support staff will not accept second-rate wages and conditions.

This watershed moment has come after years of staff shortages. With too few teachers to go around, we've seen merged classes, shared classes, and classes held everywhere from yards to school halls. Some of these conditions are a legacy of the hardships of the pandemic, but that's not the whole picture. Less students are opting for teaching as a career, further reducing workforce supply. With so many challenging conditions to contend with, our members in Catholic and independent schools have been experiencing something of a perfect storm.

NSW/ACT Catholic systemic schools

The Catholic systemic schools agreement is almost concluded. There are some meaningful pay rises for our Catholic systemic members in the ACT, \$129,000 at the highest level, with 24 weeks paid parental leave and 12 weeks paid partner leave.

In NSW Catholic systemic schools, teacher salaries now extend from \$85,000 to \$122,000 effective FFPP post October. Whilst the agreement has to be endorsed by a vote in mid-November, the union and employers are locked into the

outcome as per the agreed Interim Settlement Agreement. The impact of such significant salary uplifts has been profound. Student intake into teacher training will increase and the slow rebuild of the profession will commence.

The union is pushing for further improvements to the agreement in the ACT to ensure that no one has a lesser outcome than workers at government schools. In celebrating these gains, we need to recognise the sacrifices our members have made. IEU members in Catholic systemic schools proudly took to the streets to show to achieve reasonable salary outcomes. Their sacrifice has paid off.

As usual the annual report provides a comprehensive overview of the union's work. It is an invaluable reminder as to the breadth and complexity of the union's role. I extend my thanks to all contributors.

Independent schools

Now that we have secured better pay and conditions for members in Catholic schools, we will be increasing our efforts in independent schools to ensure members enjoy the same gains. The current agreement, made with the previous government, has wages capped at 2.5%. But that deal expires in February 2025.

The Anglican Schools Corporation in Sydney, Aspect schools and some 15 to 20 (and growing by the day) other independent schools have realised that to attract teachers they need to offer salaries outside the strict provisions of the agreement.

The Association of Independent Schools was dismissive when we reached out to them. As always, the union will be taking the dispute to the workplaces of independent schools. Those chapters that haven't received increases outside the agreement will be pushing hard to do so. We are hopeful that many schools will revise their arrangements — making them attractive places to work and restoring historical relationships.



Model A, B and C Catholic independent schools

The union is also campaigning in Models A, B & C Catholic independent schools. There too, we will apply pressure to employers to reach the new salary benchmark established in NSW government schools and Catholic systemic schools.

As this report goes to print, the issue of casual teachers is a key concern, as the difference between new government and Catholic systemic pay rates is huge. It is approaching some \$550 a day at the Level 3 casual area. We will be putting serious energy into rectifying this for casual teachers. If casual teachers don't see an improvement in their pay, many may well be forced to leave in search of higher wages elsewhere.

Early Childhood Education and Care (ECEC)

Members will have heard of the work that's been undertaken in the ECEC world since the new federal Labor Government's industrial relations bills passed through the Federal Parliament. Those laws provide a powerful tool for the union in the supported bargaining space. The IEU is working on this in conjunction with the United Workers Union (UWU) and the Australian Education Union (AEU). The IEU is one of the first unions to engage in the supported bargaining stream. It's significant that 64 employer groups are joining with unions. By engaging in the new cooperative bargaining space, we


can be much more effective in striving for salary parity for our members in the ECEC space.

There's more to come in 2024. We'll seek to apply that legislation to our most poorly paid teachers to provide support and agreements. Some long day care centre teachers are earning around \$30,000 a year less than their colleagues in Catholic schools. So there's a lot of work to do. We should be enormously proud that the union has entered this new area of industrial relations with such confidence.

NSW election and government inquiries

The NSW election was a critical moment to fight against wage caps. It was because of the wage cap that the union campaigned in support of the Minns Labor Government. The NSW Labor Party provided assurances that it would increase the number of teachers, raise wages and reduce teacher workload.

The Labor Party secured a victory, and so did IEU member Sally Quinnell, new MP for Camden. She was supported by the IEU. Since her election, the union has held meetings with Quinnell and many other Labor politicians to lobby for change, especially in relation to salaries. These discussions were critical in determining the final teacher salary outcomes in NSW.



Government inquiries had a big impact this year. IEU Federal Assistant Secretary Veronica Yewdall and Assistant Secretary David Towson both presented at the NSW Teacher Shortage Inquiry. They spoke up on behalf of IEU members. It's difficult work and I'd like to express my gratitude to them for undertaking it.

Relationship with new government

Premier Chris Minns, along with Deputy Premier and Minister for Education Prue Car, have both attended IEU Council meetings this year. In September Deputy Premier Car joined the IEU Executive. This was a significant meeting because our Executive had the unique opportunity to hear from the Deputy Premier. She expressed her commitment to workload reduction. Members were able to pose questions and engage with her. This type of contact is of enormous significance to the union, and it is hoped that this close relationship continues.

Support staff

Catholic systemic support staff have enjoyed considerable pay rises over the course of the 2023 school year. A working party headed up by Industrial Officer Carolyn Moore paid dividends. Pay rises in double digits were not unusual for some classifications over the course of the 2023 calendar year. Some specific examples of Catholic systemic support staff rates in NSW are in the school assistant/school support staff classification Level 4.1, some 14.6% during the course of the year. We have many members on that classification, and these are classroom-based roles that have finally been recognised and rewarded. Other examples would include Level 4.4 which have enjoyed pay rises a little over 10% throughout the year. We also have some Aboriginal Education Officers who do community liaison work and family support that have received a pay rise in excess of 27% during 2023. The pay rises for Catholic systemic support staff finally recognise the huge contribution that support staff make to the good functioning of our schools.

Non-members

As we go to print, the union will be unfolding a campaign in Catholic systemic schools in Term 4 focusing on recruitment of staff members who have not yet elected to join the union. The union believes it's a reasonable thing to approach non-members and seek that they support a union that has provided tangible rewards over the course of the year and indeed over the history of the union. This is a focus in a year in which we have achieved salary and wage increases that have not been seen for some decades. We're looking for the support of Reps and individual members in schools to approach non-members and talk to them in a professional manner about supporting the union that has provided them with such significant increases.

Reducing workload

In Newsmonth we've repeatedly published a poster about NESA compliance entitled 'Are you still doing too much?' This particular worksheet is only step one in approaching workload concerns that our members are bringing to our attention. This will be a focus in 2024 under the Labor government. We will be working with NESA and other employing authorities to prevent duplication and rethinking policies and expectations that

are not necessary to keep your school registered. The union has had considerable success regarding school registration requirements and around programming and record keeping and what NESA expects of teachers. The poster opens up professional conversations within school communities, and with school principals, to address unnecessary workload. We've had some positive engagement with a number of dioceses, including Sydney, Parramatta and Wollongong, where it's been agreed the union's poster is useful and accurate.

Our federal union is engaging in conversations with the Federal Department of Education and AITSL to unpack excess requirements such as PGIA in Sydney, Cycles of Improvement in Lismore, and MyPad in Canberra and Goulburn Dioceses. These processes are cumbersome, awkward, duplicative and unnecessary in the union's view and there will be considerable pressure to consign them to the dustbin of history.

Staff shortages

Unfortunately, there is no quick fix. It takes time to attract and train new teachers. While the shortage continues, it is important that employers examine teacher workload and consider the cumulative impact that staff shortages have on a school. Our schools have remained operational throughout an inordinately challenging period and this work has been done on the back of IEU members. Our members take pride in keeping schools going. Nevertheless, workload must be re-examined and reduced so that schools can operate in a tough environment without burdening teachers.


New WHS laws including psychosocial damage impact on the workplace. This will force employers to review their practices, because unless they implement serious change, they will carry the burden of additional insurance charges from successful workers compensation claims in the psychosocial field. The union will be monitoring this in 2024. Keeping schools operational cannot continue to come at the cost of people's wellbeing.

Attestation processes in NSW schools

There have been important developments in attestation that have helped to streamline the process. Thanks to a recent review, there's now a direct relationship between the NSW Education Standards Authority (NESA) and our teacher members. That has led to attestation processes being revised for full-time teachers at the five-year mark who have successfully completed and logged their 100 hundred hours of professional development (PD). If an IEU member goes on to NESA eTAMS in NSW, they simply indicate that they've completed their PD and that's it — unless you are subject to performance procedure. It is no longer appropriate or necessary to go cap in hand to the principal and engage in a teacher performance and development process. The union will be convincing employers that teacher performance and development processes are not required by NESA.

South Coast Labour Council and Hunter Workers

Tina Smith is the President of the South Coast Labour Council and Newcastle Organiser Carlo Rendina stepped down from the presidency of Hunter Workers in September 2023. His work and contribution to Hunter Workers was recognised at



our August Council meeting; and it has been an important period with Wollongong and Newcastle Presidents both IEU organisers. It is important for this union to work with other unions. When our members take to the streets, other unions support them. These reciprocal arrangements are the backbone of unionism.

Regional offices

The Lismore office building works are well underway. Lismore staff could be back in the office before the end of 2023, perhaps with a formal re-opening in 2024. Our decision to rebuild the office in Lismore is a vote of confidence in our Lismore team. It also shows our membership there that we are growing in the region and that the union has a presence. That sends the appropriate signals to employers. The Lismore staff are to be commended for their patience and assistance in getting the office up and running.

At the Newcastle office it was great to see how well-supported the rally there was in November. Our members in the region are encountering big challenges, so there's a lot of work to do. Of particular concern is the payroll department in the Maitland-Newcastle Catholic Schools Office. The problems that our members encountered with the CSO payroll are frustrating and should be managed in a far better way.

The new Canberra office opened in March 2023. The union held an Executive meeting there and combined that with the official opening and meeting with partners, including Teachers Health, NGS Super and Teachers Mutual Bank. These partnerships are important, and it was great that they could join us at the opening of the new office. It sends a strong signal to our membership within the ACT and the southeast and southwest corners of NSW that the IEU has a significant presence. It also shows employers that when IEU members come together and support each other with the backing of the union, they are a powerful force.

It is appropriate to note that Berna Simpson is stepping down from her organiser role. Berna is held in high regard by her members. Her advocacy, close knowledge of teaching and persistence in negotiations will be missed.

Member partners

The work that we do with organisations such as Teachers Health, NGS Super, Teachers Mutual Bank and Union Shopper, the Welfare Rights Centre and the Workers Health Centre is of direct benefit to our members. We value the relationships that we have with these organisations. The union pays affiliation fees to Welfare Rights Centre and the Workers Health Centre, and our members benefit from their wisdom and accumulated experience.

IEU Executive and staff

I encourage members to read the President's Report. IEU President Tina Ruello has made a superb contribution to the Catholic systemic campaign since her election in 2022. Tina has addressed union audiences at rallies and at Unions NSW events. For her influential address to the new NSW Labor Government MPs, Tina stood shoulder to shoulder with Premier Chris Minns and spoke of the challenges in education. I commend the President for her invaluable contributions.

I would also like to thank the Executive. Their work is complex. They steer and examine policy and review the direction of the union, and it goes without saying that I stand on the shoulders of the Executive. It's been a challenging year, and I'm aware that our Executive members were being questioned closely about what was holding matters up regarding the Catholic systemic schools campaign. The reality was that it was a political blockage. The Executive stood together, they stood with me, and we worked at undoing the blockage. We were successful in being part of that significant campaign to improve teacher salaries.

To the IEU staff, my special thanks. Our staff have a huge range of skills, a commitment to unionism, tenacity in their dealings with employers, and high-level advocacy skills. Collectively, the 80 IEU staff members are a force to contend with, and members should be assured that our staff's commitment to their welfare is paramount.

It's appropriate to thank Helen O'Regan for her important role in managing Council meetings, the Executive minutes and ensuring that the union runs as smoothly as it possibly can. My special thanks go to my fellow elected officials. Carol Matthews in her role as Deputy Secretary – Carol's close knowledge of industrial matters extending over some decades provides the union an invaluable resource. My thanks must also go to Assistant Secretary David Towson who has carriage of the Parramatta office, which includes our tremendous membership team who are the engine room of the union. In recent times, Lyn Caton from our Canberra office has been elected as Assistant Secretary and will be based in the Parramatta office. Lyn brings a wealth of experience to her role.

Pam Smith has advised that she is finishing up her current role with the union. Pam's contribution as an Assistant Secretary, Principals' Organiser and Women in Equity Committee Convenor for many years have been significant and must be acknowledged.

The elected officials of the union undertake a complex range of duties and for this I extend my deep personal thanks. Their long hours, their capacity to bring campaigns together and to ensure that those campaigns are successful are second to none.

As always, our Professional and Administrative Staff, Organisers and Industrial Officers undertake the heavy lifting with aplomb. Our 32,000 members should be assured that the IEUA is in good shape, provides a wide range of support and services and is a member led organisation.

After 23 years with the IEU and almost 40 years as a member, I have decided to move aside from the role of Secretary. It has been an honour and a privilege. The union will continue to prosper and flourish.

The work of unions is an important ingredient in a vibrant democracy and ensures that workplaces are balanced. We have an opportunity at this time with Labor governments operating at a federal and state level. Our union is using the new industrial legislation and forging agreements under the supported bargaining stream. A progressive union – a great union!

Industrial

Introduction

The end of the 2022 school year marked the beginning of the end of the COVID-19 pandemic. As Australia and the rest of the world transitioned to managing COVID-19 in a similar way to other respiratory viruses, schools began to return to pre-COVID-19 operations, moving away from restrictive arrangements such as the public health orders. Although the effects of COVID-19 have diminished, teacher shortages continued to impact IEU members and their workloads.

The change of federal government in May 2022, as well as in NSW following the state election in March 2023, had significant impacts on the industrial landscape. In December 2022, the newly elected federal government introduced various amendments to the *Fair Work Act 2009* (Cth) through its *Secure Jobs, Better Pay Bill*. The IEU NSW and ACT-based members actively lobbied in support of changes to the making of multi-enterprise agreement. In NSW, the newly elected government worked hard to meet its election commitment of increasing teacher pay and addressing teacher workload.

In 2023, the IEU continued to bargain in the Catholic systemic and Catholic independent school sectors.

In the Catholic systemic school sector, IEU support staff members achieved the long-awaited pay parity with administrative and classroom support staff in NSW government schools, to take effect from January 2023. All general employees received two pay increases, one at the beginning of the year and another in July 2023. Pursuant to a settlement between the NSW Teachers Federation and the NSW Department of Education, teachers in NSW government schools will receive significant increases in pay from the start of Term 4 (12% for beginning teachers and 8% for teachers at the top of the scale). This increase will flow on to teachers in NSW Catholic systemic schools in accordance with the Interim Settlement Agreement.

With significant pay increases to be delivered in NSW government schools, members in other sectors are agitating for their schools to follow suit. Where bargaining is afoot, for example Catholic independent schools and some Christian schools, the pressure is intense. In the case of independent schools represented by the Association of Independent Schools NSW (AIS), although the sector bargaining was largely completed in 2021, the IEU has successfully campaigned for additional above-agreement payments in some schools. This trend will gather strength when the increased Catholic systemic and government teacher pay rates are implemented in October 2023. Significantly, IEU members voted up two single enterprise agreements which had been voted down in the last year due to paltry offers in its previous iterations.

Outside the schools' sector, the IEU continues active bargaining in the ELICOS and early childhood sectors.

In June 2023, the IEU, together with the AEU and UWU, lodged an application with the Fair Work Commission, for an

authorisation to permit supported bargaining with 64 Early Childhood Education and Care (ECEC) employers, pursuant to the new amendments to the *Fair Work Act*. The IEU is also exploring the possibility of making other multi-enterprise agreements with groups of ECEC employers.

A total of 21 single enterprise agreements have been made this year and many more are in the pipeline for approval by the Fair Work Commission (FWC).

Overall, the 2022-2023 year 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** (EA) expired at the end of 2021. An issue outstanding from the 2020 EA was the IEU claim pay parity for support staff with the rates applying to comparable classifications in government schools, following increases in 2019 resulting from an equal pay case brought by the Public Service Association.

IEU members were actively engaged in the campaign to advance the IEU claims for a new EA. The IEU widely distributed campaign paraphernalia including yellow t-shirts, stickers and badges bearing the IEU campaign slogan 'Hear Our Voice – A Fair Deal for Teachers and Support Staff'.

The key IEU demands, developed at the end of 2021, were summarised 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, and
- end staffing shortages.

In 2022, IEU members demonstrated support for the IEU claims and participated in a series of protected industrial actions including the taking of stop work action at the following times:

- a full day stop work by IEU members on 27 May 2022 with rallies at 10 locations around NSW and the ACT
- an unprecedented and historic joint stop work action by NSW government school teachers and Catholic systemic school teachers and support staff on 30 June 2022 at 16 locations around NSW and the ACT, and
- a one-hour stop work action by IEU members on 15 November 2022 between the hours of 8.30am to 9.30am (or such other time as determined by the relevant IEU chapter).

As well as stop work action, the protected industrial action included the display of campaign insignia and speaking to the community about the IEU campaign.

Ultimately, after the third round of protected action ballots, the right to take protected industrial action was achieved for

591 schools, ie all but five schools in NSW and the ACT (537 in the first round of ballots, 36 in the second round and 18 in the third round).

In November 2022, the NSW Industrial Relations Commission handed down its decision on the *Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2022*, making an award applying to teachers in government schools that would be in place until December 2023.

Notwithstanding the strong industrial campaign, negotiations with Catholic employers proceeded slowly. Although the Catholic systemic employers notionally agreed to many of the IEU claims, they failed to provide particulars of the 'agreed' pay rates and classifications for support staff and draft clauses on agreed items. Correspondence outlining our grievances was exchanged in December 2022 and January 2023. In addition, although the Catholic systemic employers had claimed to match NSW Department of Education standards on release time, in fact, they refused to agree to improved release for early career teachers or to provide additional PD release days to prepared for the new curricula.

Interim Settlement Agreement

Due to the ongoing delay by the Catholic systemic employers in progressing bargaining, on 20 February 2023, the IEU notified a bargaining dispute to the FWC, about the slow progress of the bargaining, including employers' inability to respond to IEU claims and provide any detail of agreed matters. The matter was promptly listed for conference on 27 February 2023. At the conference before Commissioner Ryan, the Catholic employers finally agreed to provide the IEU with a draft EA in early March 2023. On receipt of the draft EA, the IEU discovered that the Diocese of Broken Bay was not listed as a respondent and had withdrawn from the EA (see below).

As part of the dispute process, a further report back in the FWC was scheduled in late March 2023. Whilst meetings relating to drafting continued, the parties were unable to reach agreement on the term of the new EA where the IEU was reluctant to commit to an EA beyond the end of 2023. As a way forward, it was proposed that an interim settlement of the dispute be reached to clear the way for the agreed improvements to be implemented (in particular, support staff pay increases and improved parental leave). Barrister Leo Saunders, retained by the IEU, provided a briefing note to the FWC on how an order can be made by the FWC to implement an Interim Settlement Agreement.

In late May 2023, at the insistence of the IEU, all diocesan directors (excluding the Diocese of Broken Bay) signed the Interim Settlement Agreement (ISA).

Commissioner Ryan was initially reluctant to make an Order giving effect to the ISA but agreed to issue a Statement on 5 June 2023 attaching the ISA alongside detailed EA clauses. Significantly, the ISA included the following clause, which made the Agreement enforceable:

"The Union and each of the Employers, together and separately, consent to any dispute about the operation or application of this Interim Settlement Agreement being arbitrated by the Fair Work Commission pursuant to s.240(4) of the *Fair Work Act*, on the basis that the parties undertake to first follow in substance the steps set out as pre-arbitration

requirements in the dispute resolution clause contained in the current Agreement."

Significant improvements which were cemented under the ISA included:

Parental leave

From 1 June 2023, IEU members had access to improved paid parental leave, both for the initial primary caregiver (usually the mother) and the other parent. If the initial primary caregiver returns to work or study within 12 months of the birth, and the other parent becomes the primary carer, they will be entitled to 12 weeks paid parental leave.

New rates of pay and classifications for support staff

Pay rises and new classifications for support staff employed in the School Administrative Services Stream and the Classroom and Learning Support Services Stream were backdated to the first full pay period on or after 1 January 2023. The pay increases applied to staff in these streams previously classified at Levels 4, 5 and 6 because of the IEU claim to flow on increases received by comparable employees in government schools. Pay increases ranged from 5% to 16% with those support staff in the new classification of Aboriginal Education Officer receiving up to 20%. Some dioceses were slower than others to implement the increases due to payroll problems.

Flow on of increases

Employers committed to flow on to NSW and ACT support staff and teachers in NSW any increases in pay received by teachers and support staff in NSW government schools in coming months.

Election of NSW Labor government

In early 2023, both the IEU and the NSW Teachers Federation paused their respective industrial campaigns. The NSW Teachers Federation faced the risk of significant fines if further stop work action was taken (particularly after the making of the award in November 2022) and both unions surmised that members were reluctant to lose pay again by stopping work. The unions hoped that the election of the NSW Labor government would meet our claims. IEU gave unprecedented explicit advice to members to cast their votes accordingly in the March state election and backed candidates, including IEU Rep Sally Quinell who was standing in the seat of Camden (and was elected).

The election of the new Labor government in late March 2023 brought with it an expectation that the NSW Government would scrap the public sector wages cap and grant significant pay rises for teachers, in accordance with their pre-election commitments.

Most public sector awards expired at the end of June, and the NSW Government negotiated pay rises which, in most cases, were 4% from July including for support staff in schools.

The IEU and the NSW Teachers Federation lobbied local Members of Parliament (MPs) for additional pay rises for teachers. In early August 2023, the NSW Teachers Federation accused the NSW Government of an "act of betrayal" for proposing a four-year pay deal comprising increases of 12%-8% in October 2023 followed by three years of 2.5% pay rises, inclusive of superannuation. Given the implication of this on

NSW Catholic systemic employees, IEU members visited MPs and posed in their yellow 'Hear Our Voice' t-shirts in support of the campaign and waited for a public announcement of the NSW Government's position.

Following an extensive political lobbying campaign by the IEU and the NSW Teachers Federation, the NSW Government finally agreed in early September 2023 to a one-year deal with increases of 12% for beginning teachers and 8% at the top of the scale from the beginning of Term 4. In addition, a new higher casual step was created for experienced casual teachers and promotions positions will receive pay rises of 8%. It was further understood that pay increases in subsequent years will be determined by the wages policy at the time.

Due to the operation of the ISA, all support staff classifications under the Catholic Systemic Schools EA received increases of 4% from 1 July 2023 to reflect public sector support staff pay rises once the public sector award variations had been gazetted. The 4% increase was in addition to the backpay for School Administrative Services Stream and the Classroom and Learning Support Services Stream employees from 1 January 2023.

The ISA also means that employers will match the increases of 12% for beginning teachers and 8% at the top of the scale agreed by the NSW Government for teachers in government schools from October 2023. Negotiations have commenced for a one-year EA with Catholic systemic employers, with both parties hoping to put the EA to the vote of employees in Week 6 of Term 4.

Workloads and Work Practices Agreements

IEU claims originally included additional release time of two hours per week for all teachers, in line with the NSW Teachers Federation claims. In response, Catholic systemic employers agreed to match any general improvement in release time agreed for government teachers. IEU also claimed regular timetabled release time for early career teachers and their mentors and (in line with NSW Department of Education policy) additional pupil free days to allow teachers to become familiar with proposed new curricula (also consistent with NSW Department policy).

The NSW Teachers Federation was unsuccessful in their claim for an additional two hours of release and similarly, this was not agreed by Catholic dioceses. The IEU was able to negotiate some improvements in early career teacher release at a diocesan level and achieved additional pupil free days. An announcement by the NSW Government that they would slow the rollout of new curricula eased the pressure on members.

The significant shortage of teachers in 2023 meant that members found it difficult to enforce the existing regulations contained in Work Practices Agreements, for example on class sizes and extras. This added to the already unsustainable workloads teachers were experiencing. Frequently, because a casual teacher could not be engaged, classes were combined or distributed among several teachers, teachers went without scheduled release or were asked to teach additional extras.

In response, teachers withdrew from many voluntary or extra-curricular activities and the IEU encouraged chapters to seek informal compensation for out-of-hours activities (such as time in lieu) as a way of addressing workload.

In 2023, some employers recognised the extent of the workload issue and its contribution to teacher shortages and took on board some of the solutions proposed by the IEU. This included referring to the Australian Government Fact Sheet on Evidence Requirements for the Nationally Consistent Collection of Data on School Students with a Disability as to what was not required for record-keeping and the new NESA Fact Sheets on curriculum – school registration requirements and curriculum – programming and record keeping.

The IEU has been able to achieve some improvements in Work Practices Agreements, for example a limit of 10 hours of meetings per term now applies in all dioceses.

ACT teachers

Discussions are underway with Catholic Education Archdiocese of Canberra & Goulburn (CE) about rates of pay for ACT teachers considering the ACT public sector teacher settlement.

In March 2023, the ACT Government proposed an EA which was endorsed by Australian Education Union members in June 2023. ACT government school teachers received an increase in salary of \$1750 backdated to January 2023, an increase of 1% backdated to June 2023 and will receive a further pay rise of \$1750 in December 2023. In addition, ACT teachers in government schools will receive a one-off payment of \$1250. By December 2023, a teacher at the top step will be receiving \$119,288 per annum, compared to the rate prior to the EA of \$114,624. From January 2024, a new shorter pay scale will be introduced which provides higher increases at particular steps, including a new graduate rate and a new top step. By the end of the EA in March 2026, the top incremental step will be \$129,107 and the new graduate rate will be \$91,937. This reflects an increase of 13% at the top step and nearly 20% on the starting rate over the life of the EA.

The IEU has been negotiating with CE to implement the same pay rises for teachers in ACT Catholic systemic schools. The existing ACT Catholic systemic pay scales under the EA is based on the model in NSW Catholic and government schools which is shorter (therefore progression is quicker) than the current ACT Government pay scale. Progression with the pay scale depends on the teacher's TQI registration status as well as years of service. The IEU and CE have been discussing how to translate the new ACT pay rates into the EA, with the aim of retaining the same teacher pay structure in the ACT as in the NSW dioceses. An added complexity has been the restructure of the NSW public sector teacher pay scale.

The staging of the increases will also be different. CE has been reluctant to pay the many small increases that will be paid by the ACT Government and would prefer to pay larger increases in August each year. For example, under the proposed CE model, the increases in 2023 will only apply from the first pay period from 1 August 2023 whereas in the ACT government schools, the increases were back paid to January 2023. The IEU is aware that the new proposed CE rates from August 2023 included: \$84,978 – new graduate and \$119,288 – top Proficient step.

The IEU continues to have concerns about the 2023 rates for specific classifications as they compare to ACT government school rates. The IEU will continue to meet with CE to try to resolve these issues.

Boarding house staff – Diocese of Wagga Wagga

The negotiating parties are close to agreement about the IEU claim to extend the coverage of the NSW Catholic Systemic Schools EA 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 NSW Catholic Systemic Schools EA. The remaining boarding house specific provisions will be included in a separate Annexure to the NSW Catholic Systemic Schools EA. 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.

Diocese of Broken Bay

In April 2023, the Diocese of Broken Bay advised the IEU that they wished to make a separate EA for teachers and support staff in their schools, because the other Catholic dioceses would not agree to higher pay rates applying to their employees.

The IEU agreed to the making of a separate agreement which delivered the following benefits for IEU members:

- guaranteed pay rates which sit 1.5% above public sector rates for teachers
- commitment to maintain this pay differential and flow on any increases in NSW government schools to their teachers
- support staff to receive the same percentage increases as teachers
- implementation of improved paid parental leave
- improved classifications and pay rates for support staff (as agreed with other dioceses) from January 2023
- HAT and Lead allowances are not absorbed into allowances for promotional positions
- 3% pay rise in 2024
- the term of the EA is in place until 31 December 2024, and drafting to be consistent as far as possible with the main Catholic Systemic Schools EA.

In June 2023, the EA was lodged with FWC following a vote by 73% of eligible employees with a 93% 'yes' vote.

In addition, the Diocese of Broken Bay also signed a new Work Practices Agreement which provided an additional one-hour release for all primary and secondary teachers (not to be used at a teacher's discretion) and provided a phase-in by 2024 of timetabled release for early career teachers in line with NSW government schools. For the first time, the WPA also provided that most part-time teachers would be able to access an additional one hour of scheduled release from 2024.

Principals in NSW and ACT Catholic systemic schools

The two principals' EAs, *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2020* and the *Principals (Archdiocese of Sydney) Enterprise Agreement 2020 – 2021* expired on 31 December 2021. The IEU reports that principals have received the same pay rises as teachers by administrative action. It is anticipated that principals in all dioceses will receive increases of 8% from October 2023, in line with the NSW public sector settlement.

The IEU is due to commence bargaining for the making of new enterprise agreements for principals. The Diocese of

Broken Bay has also indicated interest in making a separate enterprise agreement for its principals. The IEU will be engaging in bargaining for this EA as well.

Support staff pay parity in Catholic systemic schools

The NSW Department of Education and the Public Service Association (PSA) reached agreement on a consent Award in 2019 that provided an 11% wage adjustment and ongoing increases for school administrative and support staff in government schools. The outcome was based on pay equity principles and evidence that the work was historically undervalued as it was primarily performed by women.

NSW government schools and Catholic systemic schools have a well-established nexus for wages and working conditions for teachers – "never more and never before" has been the Catholic mantra for decades. However, when it comes to non-teaching staff, although the rates have been comparable, the classification structures and rates of pay have differed, making straight comparisons more difficult.

During negotiations for the 2020 Catholic Systemic School Enterprise Agreement, the IEU sought to flow-on the 11% wage adjustments from the PSA outcome for the corresponding support staff classifications in Catholic systemic schools. However, as there was no resolution of this aspect of the IEU's claim, the parties established a joint IEU-Catholic Employer Relations (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 undertook this task throughout 2021, finalising its report on 9 December 2021. The working party's findings were clear, although there are differences, the roles across all the relevant occupational groupings are of a similar or like nature. With comparability being 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.

With the commencement of negotiations for a new enterprise agreement in 2022, the Catholic diocesan employers conceded the IEU claim for increases to support staff pay to reflect the rates in government schools but failed to provide any details or commitment. As a result, the lack of fair wages for support staff became a key claim of the IEU's industrial campaign. IEU support staff members engaged with and actively participated in the industrial campaign throughout 2022.

As negotiations progressed, the diocesan employers failed to adequately respond to the claim regarding the implementation of the support staff rates, necessary changes to the classification structure and translocation arrangements.

In late October 2022, the Diocese of Broken Bay broke away from the CER based negotiations and agreed to apply the rates as claimed by the IEU with an additional 1.69% loading. They intended to pay the new rates to support staff from 1 January 2023. Yet negotiations with the remaining 10 dioceses were going nowhere. As a result, the IEU filed a bargaining dispute with the FWC, seeking the assistance of the Commission in progressing the bargaining. By the end of May 2023, an interim settlement was reached with the 10 dioceses that provided

full implementation of the wage parity claim with backpay to the first full pay period on or after 1 January 2023, as well as an undertaking to flow on any further increases that would be payable to employees in government schools.

Changes to the classification structure include:

- a new classification Level 5A with a two-step pay level for Aboriginal Education Officers, that recognised the roles they undertake in community liaison, family support or integration of Aboriginal perspectives into the operation of the school
- all senior school administrative officers are now classified as Level 6, with primary schools in regional dioceses with less than 400 enrolments, having lower salary rates that match the equivalent enrolment band in government schools, and
- an additional incremental step for Level 4 Classroom and Learning Support Service employees that provides increases in line with government schools.

Although wage parity has been met in the main, there are still differences in the overall structure and classification. These are:

- the Catholic Systemic Schools EA has a three-step incremental scale for school administrative service employees, whereas the public sector award has a single wage rate for school administrative officers
- the Catholic Systemic Schools EA has retained the Level 5 administrative services employee classification for employees who work in specialist administrative roles (including ICT) or beyond the scope of the Level 4 general clerical role. There is no equivalent in the public sector award
- Catholic systemic schools may have more than one Level 6 senior school administrative employee, and
- the classroom and learning support definition is much broader in the Catholic systemic schools, than in the public sector.

As a result of reaching this interim settlement in May 2023, all support staff received, not only the wage parity adjustment, but also the 4% general public sector increase from 1 July 2023.

The pay parity increases and the additional 4% provided school administrative and classroom and learning support employees with increases of between 10.2% and 27.5%, most of which was back paid until January 2023. These increases were on top of the 2.54% increase the diocesan employers paid in January 2023.

Given the complexity of the translocation and back pay calculations, delays were experienced in employees receiving their backpay amounts. At the time of writing, some employees are still waiting for their backpay. Many IEU members have sought assistance from the IEU in assessing their backpay and ensuring that they were correctly reclassified.

The IEU will use the improved rates of pay achieved for support staff in the Catholic systemic schools as the basis for negotiations with other employer groups as their enterprise agreements come to be renegotiated.

NSW Catholic independent schools – Model A schools

The *NSW Catholic Independent Schools (Teachers – Model A) Multi-Enterprise Agreement 2017* and the *NSW Catholic Independent Schools (Support Staff – Model A) Multi-*

Enterprise Agreement 2017 (MEAs) expired on 31 December 2021. Model A schools include Brigidine College St Ives, Mater Dei, Mount St Benedict College, Our Lady of Mercy College Parramatta, St Joseph's College Hunters Hill, St Scholastica's College and St Vincent's College (teachers only).

The Model A schools issued Notices of Employee Representational Rights ('NERR') in October 2020. However, in November 2020, the Model A schools refused to proceed with bargaining because they were awaiting the finalisation of the new MEAs in AIS schools. Negotiations faltered in mid 2022 when teachers at Santa Sabina College (which is no longer a Model A school) voted down an unsatisfactory EA based on the CER Model A proposal.

The Model A MEAs provided for pay increases up to the 2020 school year. The following administrative pay increases have applied since then: 2.28% in January/February 2021, 2.04% in January/February 2022, and 2.04% in January/February 2023.

From 22 February 2023, the IEU made several attempts to recommence bargaining for new MEAs as negotiations had stalled over the previous 12 months.

On 17 March 2023, the IEU advised that it would be pursuing the additional claims that had been agreed during bargaining for the main Catholic Systemic Schools EA. The IEU also proposed the nominal expiry date of the MEAs be 31 January 2025. On 19 April 2023, the IEU made a further claim for a new classification structure for Model A support staff, with the inclusion of a new Aboriginal Education Officer classification, and increased rates of pay.

A bargaining meeting was held on 29 May 2023 where CER rejected the IEU's claims. In this meeting, CER proposed a three-year term for the new MEAs that would run to mid to late 2026 and made a revised pay offer of 1% (from the start of the MEAs), 3% in 2024 and 3% in 2025.

On 1 June 2023, the IEU rejected CER's pay offer on the basis that it was well below the anticipated public sector and Catholic systemic school increases for 2023 and beyond. The IEU proposed a \$2000 one-off cost of living payment for permanent and temporary staff at the start of the MEAs. The IEU also proposed a 'pay parity clause' that guarantees Model A teachers and support staff receive at least the same percentage increases as employees performing comparable work in government and Catholic systemic schools for the life of the agreement.

On 5 June 2023, the IEU received correspondence from CER confirming that Santa Sabina College was no longer a Model A school.

During the bargaining meeting held on 7 June 2023, CER agreed to the IEU's offer of 1% but they proposed that the increase be introduced at the start of the new MEAs (in addition to the 2.04% already paid in 2023), and put a revised offer of 3% in 2024, 3.5% in 2025, a \$1000 one-off cost of living payment at the start of the MEAs, on 31 December 2025 nominal expiry date.

On 13 June 2023, the IEU negotiated for 4.5% increase in 2024, 4.5% increase in 2025, a \$1000 one-off cost of living payment at the start of the MEAs, as well as the 'pay parity clause'. The IEU again pressed the claim for the improvements in paid parental leave, as had recently been agreed in Catholic systemic schools.

On 31 July 2023, CER stated that the 'schools' best offer' included a one-off payment of \$1000 in 2023 (in addition to the pay increase of 2.04% already paid in 2023), a pay increase of 4% in 2024 and 4% in 2025. CER also proposed an increase of 9% to general operational staff and a 5% increase for maintenance and outdoor staff, both on commencement of the MEA.

On 11 August 2023, the IEU rejected CER's 'best offer' on the basis that the teacher pay offer by the NSW Government at the time (which had not yet been accepted by the NSW Teachers Federation) would provide better rates of pay.

In terms of support staff, although the IEU welcomed the proposed increases in pay rates for general operational, maintenance and outdoor staff, the IEU calculated that the maximum rates were well below the current maximum rate of \$80,303 in Catholic systemic schools. Similarly, a cleaner under the proposed rates would still receive less than in a Catholic systemic school.

The IEU maintained its claim for improved paid parental leave entitlements. Since 30 August 2023, the IEU sought specific information from CER including current rates of pay for support staff and face-to-face teaching loads (including for early career teachers) which were not forthcoming despite the IEU's repeated requests.

At the time of writing, the IEU is still awaiting a response from CER.

NSW Catholic independent schools – Model B and 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* ('MEAs') 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.

On 16 March 2022, the IEU sought to commence bargaining for new MEAs 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
- pay rises consistent with teachers and support staff in Catholic systemic schools
- improvements to paid parental leave
- 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
- significant improvements to support staff and maintenance and outdoor staff pay and classification structures that would achieve effective parity with NSW government schools
- improvements to the rates of pay for boarding house staff, and
- improvements in the long service leave entitlements for non-teaching staff to match the entitlements of teachers.

The IEU sought to progress bargaining in May 2023 and was advised that employers were proposing to pay an administrative increase, however there was a fundamental lack of detail about who was paying it and how much. The IEU estimates that the increase in 2022 was 2.04%. In 2023, in response to the IEU's efforts to resume bargaining, Models B and C employers agreed to a further administrative increase of 2.78%.

On 14 June 2023, CER wrote to the IEU proposing that MEAs be made with a nominal expiry date of 31 December 2025. The salary proposal advanced by CER was for increases of 3% for each of 2024 and 2025, plus a one-off payment of \$750. Critically, CER failed to agree to any of the significant aspects of the IEU claims for improved conditions.

On 17 June 2023, the IEU Council meeting carried a resolution to reject CER's offer, and this resolution was communicated to the CER on 28 June 2023.

A revised offer was received from CER on 15 August 2023 that retained the \$750 one-off payment, but increased the proposed annual pay increases to 4% for each of 2024 and 2025 subject to the following exceptions:

- general operational staff would receive a 9% increase in 2024 and 4% in 2025
- maintenance and outdoor staff would receive 5% in 2024 and 4% in 2025
- the school support staff classifications for Levels 4 and 5 would be increased to match the recently agreed rates applicable to Catholic systemic schools support staff Levels 4.3 and 5, and
- the schools agreed to establish a new classification for an Aboriginal Education Officer to be paid at the rate recently agreed in relation to Catholic systemic school support staff.

At around the time this offer was received, the IEU was becoming aware of the likely resolution in the NSW government schools' pay dispute. A quick assessment of CER's offer identified that it would result in members in Model B and C schools being paid less than their government school counterparts, as well as not receiving the benefit of enhanced parental leave and workload conditions. Accordingly, on 22 August 2023, the IEU wrote to CER rejecting the offer. The IEU also pressed its earlier requests for information regarding the key conditions claims, such as:

- details regarding face-to-face teaching loads in secondary schools
- the quantum of release from face-to-face teaching in primary schools
- the amount of release available to early career teachers and their mentors, and
- details of the number of support staff employed under each classification level.

At the time of writing, CER had not met the deadline set by the IEU for the provision of this information.

ACT Catholic independent schools

The *Teachers (Daramalan College, Marist College, Canberra and St Edmund's College, Canberra) Multi-Enterprise Agreement 2021-2024* (MEA) was approved by the FWC on

24 December 2021 with a nominal expiry date of June 2024, delivering pay rises of 2.75% from 1 October in 2021, 2022 and 2023.

The MEA covering support staff expired on 31 March 2023 and the IEU commenced negotiations for a replacement agreement in May 2023. An administrative increase of 2.75% was agreed and paid by the colleges in April 2023.

A key difficulty in pursuing new claims is that the current bargaining cycle is out of step with that of teachers. For this reason, the IEU is proposing to recommend a short MEA to IEU members that will expire in June 2024 enabling support staff members to bargain at the same time as teachers.

The proposed short agreement will deliver an additional increase of 1.25%, backdated to 1 April 2023, providing a total increase of 4% in 2023. The MEA would also provide a 2% increase in April 2024, in anticipation of a further pay rise to be negotiated for implementation from October 2024 in line with the timing of increases payable to teachers in these schools.

Practicum payments

A new *Teacher Education Professional Supervision Experience Agreement* was made in July 2022 when it was signed by representatives of 16 universities, the IEU and the NSW Teachers Federation ('the Agreement'). The Agreement is a signed document (not an EA) between the parties setting out the rates of pay for teachers in schools who supervise university practicum students and an additional allowance for teachers who coordinate practicums.

The IEU and the NSW Teachers Federation reached agreement in November 2022 with the Deans of Education to vary the Agreement, by extending it until the end of 2023. The daily rates for practicum supervision and coordination were increased by 3% from 1 January 2023 to \$35.72 for supervision and \$1.78 for coordination. In addition, the parties reserved their right to reopen the discussions regarding the Agreement, considering the reviews of initial teacher education underway at both Commonwealth and state levels. The parties committed to monthly meetings commencing February 2023.

By October, there is no clear outcome of the various reviews in relation to the nature of practicums and the parties are currently negotiating a further one-year extension. The unions have sought a pay increase of 4.5% for 2024.

AIS campaign 2023

The IEU has been lobbying independent schools to provide additional payments above the increases agreed to in 2021 when the multi-enterprise agreements (MEAs) were made.

Independent schools are currently approaching the end of the third year of their four-year MEAs (expiry January 2025), and while the pay rises agreed for the MEA in late 2021 (3.28%, 2.28% and 2.53% in 2024) were considered reasonable at the time, they have since proved to be inadequate in the light of the spike in inflation over the last year or so and the NSW government teacher pay increases from October 2023.

In March 2023, IEU Council endorsed a plan to lobby independent schools to give some additional cost of living payments, over and above those rates of pay contained in the MEAs. A NewsExtra was issued in May 2023 calling on

independent schools to pay a 1% one-off payment of salary (OOPS), or other arrangement as the chapter considered appropriate.

Approximately 30 independent schools have agreed to payments of various sorts, including one-off payments and increases in salary.

The IEU anticipates that the October pay increases in government and Catholic systemic schools will put further pressure on independent schools. The IEU expects further movement in this sector over the next six months.

Christian schools

The *ACT Christian Schools Teachers Staff Multi-Enterprise Agreement 2020* expired in June 2023. IEU met with Christian Schools Australia (CSA) in July 2023 and CSA advised the IEU that three schools would pay an interim administrative increase of 3%. There has been no further response to IEU claims and the IEU has tentatively scheduled a meeting for early October 2023.

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, expiring in July 2024.

The *Independent Christian Schools NSW Teachers Multi-Enterprise Agreement 2021* expires in January 2024 and the *Independent Christian Schools NSW Support and Operational Staff Multi-Enterprise Agreement 2019* expired in January 2023 (but with a pay rise in 2023). The IEU commenced bargaining with the Association of Independent Schools ('AIS') in June 2023. The bargaining representatives have exchanged positions and produced draft MEAs, however the settlement will need to be revisited following the pay increases to be delivered in NSW government schools. The current offer means that the NSW Government teacher pay rates will be well above the proposed Christian school teacher rates. The IEU has also strongly sought improvements in paid parental leave arrangements.

The *NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021* and the *NSW Christian Schools General Staff Multi-Enterprise Agreement 2020-2023* expire in December 2023. IEU members have contacted the IEU seeking updates considering the government school teachers pay settlement. The IEU intends to commence discussions with CSA in early October 2023.

Greater Sydney Adventists – Teachers Enterprise Agreement

Following the second EA 'no' vote by Greater Sydney (GS) Adventist teachers, the IEU met on several occasions with the GS Adventist HR team and IEU members in late 2022. The IEU attended multiple bargaining meetings and the GS Adventist HR team provided the IEU and its members with a proposed draft enterprise agreement (EA).

The IEU remained concerned about some aspects of the proposed EA, however, since the second 'no' vote, there were improvements secured by the IEU including:

- paid parental leave increased to 14 weeks
- addition of Step 11 Classification and HALT
- overnight camp allowance
- parity on superannuation regarding tithed and untithed rates, and
- beneficial amendments to leave without pay provisions.

The IEU was also able to secure a Work Practices Agreement for IEU members which provided a framework for various workload issues including face-to-face hours, meetings, release time and new teacher support.

The three-year EA was put to a vote to members. In a third attempt, the EA was finally made and approved by the FWC on 30 January 2023. The EA contained pay increases of 3% each year with several improvements on conditions when compared to the initial four-year proposed EA that had pay increases of 2.25%. The IEU acknowledges the powerful collective efforts of the IEU GS members.

Anglican Schools Commission Inc. NSW Enterprise Agreement

Anglican Schools Commission Inc. (ASC) initiated bargaining in mid 2021 for one combined EA to apply to teachers and support staff at Trinity Anglican College (and any other NSW schools that may be conducted by ASC in the future).

Over the past two years, the IEU continued to bargain with ASC for the new EA with the IEU having significant concerns with the draft of the EA that had been presented to staff in 2022. These concerns resulted in a 'no' vote in August 2022.

Following the 'no' vote, the IEU made some progress in addressing some, but not all, of these concerns. The IEU secured salary increases equal to those provided to NSW government teachers and support staff. Additionally, the IEU negotiated improvements in conditions for employees including special paid leave for new employees, paid natural disaster leave and other improvements for support staff.

Overall, the IEU was able to endorse IEU members to vote 'yes' as the IEU recognises that these members have had no pay increases for a significant period and will receive certainty in pay going forward.

The EA was put to a vote of its employees and has been filed in the FWC to be assigned to a member of the FWC for approval. The IEU commends IEU ASC members for continuing to fight since the last 'no' vote and securing an agreement with competitive pay increases.

Catholic Schools Parramatta Diocese dispute – portability annexures

In early September 2022, the IEU wrote to Catholic Schools Parramatta Diocese (CSPD) regarding two IEU members who had a break in their service due to the birth of their children, making them temporarily unable to work. The two female members were engaged on continuously fixed term contracts. Following the birth of their children, they returned to work with CSPD within six months of termination of the prior engagements. However, despite the operations of the Portability Annexures L and M of the Catholic Systemic Schools EA, CSPD refused to recognise continuity of service resulting in their accrued personal leave and long service leave being lost.

Following numerous unsatisfactory correspondence with CSPD and CER, the IEU notified a dispute to the FWC asserting that CSPD's failure to recognise IEU members' continuous service goes against the spirit and intent of the portability of leave provisions and the correct interpretation of these annexures. Additionally, the IEU highlighted concerns about the provisions being discriminatory against women with caring responsibilities.

The matter was heard in the FWC on 25 July 2023. Both parties submitted written submissions and statements in anticipation of the hearing. During the hearing, the FWC requested further written submissions on a specific issue of interpretation before making its final decision. At the time of writing, the IEU is awaiting a decision from the FWC. Should the dispute be unsuccessful, the IEU will address this issue in future bargaining.

ECEC – Supported Bargaining Application

The supported bargaining provisions were legislated as part of a range of reforms enacted in the *Secure Jobs Better Pay Bill* introduced in 2022. The supported bargaining provisions became operative from 6 June 2023.

The legislation was heavily influenced by the campaigning work of the labour movement, the ACTU and the IEU. The amendments we're intended to get wages moving, promote job security and to close the gender pay gap. The early childhood sector, and early childhood teachers and educators, were specifically identified as employees that the legislative changes were seeking to assist:

On the very day that the supported bargaining provisions became operative, 6 June 2023, the IEU, along with the AEU and the UWU, filed an application in the FWC to seek a supported bargaining authorisation that would enable bargaining for a multi-employer agreement with 65 long day care employers across Australia.

The new supported bargaining provisions provide for multi-employer bargaining across sectors having regard to prevailing pay and conditions (particularly if low paid) and whether the employers have common interests, which includes a reliance on government funding. The provisions are particularly targeted at sectors of the economy where bargaining and/or achieving bargaining outcomes is difficult, such as the early childhood sector, and are designed to facilitate multi-employer bargaining to seek to lift pay and conditions across a whole sector.

Having filed the application for the first ever supported bargaining authorisation on 6 June 2023, the IEU filed its submissions for a hearing of the Full Bench of the FWC on 28 July 2023, seeking the authorisation issue (the FWC must issue an authorisation before supported bargaining can occur).

Following employers' submissions, a hearing of the Full Bench of the FWC occurred on 16 and 17 August 2023 in Melbourne. The IEU's written and oral submissions to the Full Bench stressed the urgency of the matter, advising the Full Bench of the FWC that the industry is in crisis.

The IEU took evidence to the Full Bench of early childhood teachers either not entering or exiting the profession due to the substantial gap in pay and conditions to that paid to teachers in schools. The IEU made it clear that the gap in pay and conditions needs to be urgently and dramatically narrowed.

On 27 September 2023, the Full Bench of the FWC granted the support bargaining authorisation sought by the unions. At the time of writing, the IEU is putting together a powerful log of claims with bargaining likely to commence around late October 2023. This is a critical moment to take a substantial step towards teacher parity for early childhood teachers, a critical step for the whole profession.

ECEC enterprise agreements

Uniting Early Learning

Agreement was reached between the IEU and Uniting Early Learning in August for 10.5% increases to salaries and allowances over three years. The EA will include an Educational Leader allowance and the Acting Director's allowance will be paid from the director's second day of absence. A minimum of 2.75 hours per week will be provided for programming, five hours per fortnight for Educational Leaders and 16 hours per week for directors.

KU Children's Services

Bargaining meetings are continuing. Our claims include annual increases of 4% to salaries and allowances, an Educational Leader allowance, increased non-contact time and improvements to current paid parental leave.

The Arndu St Paul's Preschool Enterprise Agreement 2023

Bargaining for this EA commenced in 2019 however the bargaining process was arduous due to a difficult management committee which resulted in the IEU filing a dispute to seek assistance from the FWC. Following this, the IEU was able to negotiate an EA for our members which was approved in August 2023.

The EA is a three-year agreement with 4% pay increases from 2023 to 2026. The IEU secured several improvements from the previous agreement such as an arbitration clause inserted into the dispute settlement procedure, limitations on the engagement of temporary employees, and support for new teachers.

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 2023*, 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 but still falls behind teachers in schools. The IEU made earnest attempts to revise the classification structure of these teachers which was not agreed to by the NSW Ministry of Health. In this award, these teachers received an annual increase of \$3502 from 1 July 2023 and all other allowances were increased by 4% in addition to the 0.5% increase to superannuation pursuant to superannuation legislation.

Post-secondary education (ELICOS)

A major focus of the IEU in this sector is the creation of enterprise agreements. Naturally, these agreements are focussed on workplaces with high density, and good settlements were reached with several employers.

At Western Sydney University (WSU) College, an agreement was reached in late 2022 for a three-year deal, providing pay rises of 4% in 2022 (backdated to January), 3.25% in 2023 and 3% in 2024. In addition to this, superannuation contributions were increased ahead of the standard superannuation guarantee increases, such that employees will receive 12% super in early 2024, some 16 months ahead of most workers.

In late 2022, a settlement was agreed at University of Wollongong College, providing for pay increases of 3% from January 2022, 3.9% in 2023 and 3% in 2024, a figure that will rise to 3.5% if the September 2023 CPI figure is greater than 5%.

Meanwhile, teachers and support staff reliant on the industry award, the *Educational Services (Post-Secondary Education) Award*, which applies in most post-secondary colleges, were beneficiaries of the significant 5.35% award increases granted by the FWC from July 2023.

At the time of writing, the IEU was engaged in negotiations at several other colleges, including Navitas English (where annual pay rises of above 3% per annum have been agreed), and University of New South Wales (UNSW) College (with increases of around 10% over three years in the works). Negotiations have proved more difficult at Taylors College (recently taken over by Navitas), where the employer is seeking significant changes to the existing agreement, which members are not prepared to accept, and a long impasse looms.

The IEU is also heavily engaged with individual matters, with many providers in the sector still regarding industrial laws as optional. Consequently, underpayments and unfair treatment are sadly still very common, and the IEU has been busy claiming underpayments and pursuing cases of unfair dismissal and general protections.

List of Enterprise Agreements Schools

Anglican Schools Commission Inc. NSW Enterprise Agreement
2023

Catholic Schools Broken Bay Enterprise Agreement 2023

ECEC

Baulkham Hills Preschool Kindergarten Agreement

Berkeley Vale Preschool Staff Agreement 2023

Corowa Preschool Association Inc. Enterprise Agreement 2021

East Willoughby Preschool Agreement 2021

Gloucester Preschool Incorporated
Teachers Enterprise Agreement 2023

Gymea Nursery School and Kindergarten Co-Operative
Society Ltd Teachers Agreement 2021-2025

Grays Point Preschool Kindergarten Association Inc.
Teachers Enterprise Agreement 2023

Howlong Preschool Association Standards Based
Enterprise Agreement 2022

Kiama Preschool and Jamberoo Community
Preschool Agreement 2023

Macquarie Hills Community Preschool Inc.
Teachers' Enterprise Agreement 2022

Maryland Care and Early Education Centre Inc
Teacher's Agreement 2022

Narrabeen Community Kindergarten
Employee Agreement 2023

Rozelle Child Care Centre Enterprise Agreement 2022

Singleton Pre School Inc. Teachers' Enterprise Agreement 2023

SOS Preschool Inc Employee Agreement 2023

St Ives Preschool Kindergarten Agreement

The Arndu St Paul's Preschool Enterprise Agreement

Towri Macs Early Childhood
Employee Collective Agreement 2021

Wombats Playschool Agreement 2022

Early childhood education and care

Enterprise agreements

Uniting Early Learning

An agreement was reached between the IEU and Uniting Early Learning in August for 10.5% increases to salaries and allowances over three years. The enterprise agreement (EA) will include an Educational Leader allowance and the Acting Director's allowance will be paid from the director's second day of absence. A minimum of 2.75 hours per week will be provided for programming, five hours per fortnight for educational leaders and 16 hours per week for directors.

KU Children's Services – bargaining meetings are continuing. Our claims include annual increases of 4% to salaries and allowances, an Educational Leader allowance, increased non-contact time and improvements to current paid parental leave.

Community-based preschools

The union has continued negotiating and renegotiating EAs for community-based preschools, including above-award salaries, allowances, non-contact time and personal leave. However, there is more work to do to achieve pay parity given substantial increases for teachers working for the NSW Department of Education.

Organisers Tina Smith, Richard Ryan, and Kate Damo hosted a successful meeting with the Northern Rivers Preschool Alliance in Lismore. Following the meeting, organisers visited several local services in Lismore and surrounds. Kate attended the Taree Regional Directors meeting and Lisa James attended the Sutherland Shire Preschool Alliance meeting, where the changes to industrial relations legislation regarding multi-enterprise agreements covering several preschools, and the benefits of IEU membership, were explained.

St Nicholas Early Learning campaign

The union has commenced a campaign to have all early childhood education and care (ECEC) teachers working in St Nicholas Early Learning Centres in the Maitland-Newcastle Diocese on an agreement with pay and conditions equitable to teachers in their schools. Five of these centres are attached to diocesan schools. An email was sent on 3 August outlining the IEU's intention to campaign for the teachers in these centres. Kate Damo visited the 12 early learning centres in September to recruit more members and will follow up with a Zoom meeting about negotiating a Supported Bargaining Agreement.

Early Childhood Education and Care Council

The ECEC team extends a warm welcome to our new Vice President on Executive, Michelle Thompson, and new Councillors Jody Fowler, Megan Parkes and Elizabeth Price.

Discussions at this year's meetings focused on the workforce shortages in early childhood and increasing workloads due to increasing compliance documentation and covering for absent employees.

ECEC professional development and conferences

- HESTA hosted a SuperFit webinar for 30 ECEC members in September.
- Kate Damo, Lisa James and Professional Development Officers Pat Devery and Christina Ellul met with Leadership Coach Sarah Moore to discuss the provision of NESA accredited PD on leadership for our ECEC members in 2024.
- Tina Smith spoke at the annual Social Justice in Early Childhood Conference in Redfern on 29 July, covering teacher shortages, rates of pay, enterprise agreements and advocacy.
- Kate and Tina held an IEU booth at the Early Childhood Australia National Conference in South Australia in October.

NSW Education Standards Authority

Lisa James is the IEU representative on the NSW Education Standards Authority (NESA) Early Childhood Reference Group. Responsibilities include attending meetings and consulting on reforms to teacher accreditation, including the introduction of the new NSW Teacher Accreditation Manual in August 2023 and the transition process for early childhood teachers.

The IEU met with Merise Bickley (Lead, Early Childhood) at NESA to raise our concerns that provisionally accredited teachers are teaching 2-3.5 years before they are allocated an Accreditation Supervisor by NESA to provide feedback on documentation and observe their practice. Provisionally accredited teachers are unable to progress beyond the first step of the salary scale in the *Educational Services (Teachers) Award* until they are accredited at Proficient. NESA has trained an additional 40 Accreditation Supervisors and in 2024, early childhood services can nominate a Proficient Teacher in their service as their Accreditation Supervisor.

Committees and roundtables

Lisa James, Federal Assistant Secretary Veronica Yewdall, and Kate Damo attended a consultation session with the Commonwealth Department of Education on the Preschools Outcomes Measure (POM) in September. The POM is designed to build on existing pedagogical practice, be embedded in everyday practice to minimise workload and align with the National Quality Framework (NQF) requirements for assessment. The POM will not be tied to performance reporting or funding, be used to rank teachers or services, be mandatory or hold data at the national level. Each of the states can choose their own outcomes and design. It will be inclusive of all children, including those with disabilities and those from culturally and linguistically diverse backgrounds, and will be completely voluntary. As a result, it may be challenging to assess its effectiveness in measuring children's learning and developmental outcomes.

Lisa and Veronica took part in the ACCC Educator Online Roundtable in August to provide feedback on 1) the impact of regulatory requirements on the workforce 2) professional



recognition, attraction and retention and 3) pay and conditions in ECEC. The IEU advocated that the existing qualification requirements are essential for quality provision and stressed that workforce shortages are the result of inferior wages and conditions combined with workload pressures, such as continually increasing compliance documentation.

Veronica and Kate are consulting with the University of Sydney on their Research Project for the development of a Teachers in Early Education (TEE) Tool, which aims to assess teacher quality.

Kate and ECEC Council member Natalie Leeson represent the IEU on the Goodstart Joint Consultative Committee. Discussions in 2023 included the ongoing shortage of staff in services, and the impact on rostering and non-contact time.

As members of the Educator Action Group, the IEU continues to be involved in the Thrive by Five Workforce Action Plan. The plan advocates government funding for an immediate pay rise for early childhood teachers and educators, comparable to the salary and conditions of school education sectors.

Member support

KU preschool terms

Members in KU preschools contacted the IEU concerned that their employer had published term dates for 2024 that did not align with school holidays for six weeks over the year. Lisa James wrote to the CEO, advising KU that the EA had been breached as members had not been consulted regarding this major workplace change. After a follow-up meeting with Lisa and Kate, KU revised the dates to align with school terms.

Teachers in NSW Department of Health centres

Members in two centres advised the union that they were working 8.5-hour shifts with an unpaid meal break at centres run by local health districts (LHD). Lisa James wrote to HR quoting the *Teachers' (NSW Health Early Childhood Service Centres, Salaries and Miscellaneous Conditions Award 2022)*. Members at one LHD have been back paid for meal breaks and the other LHD is still investigating.

Support staff

Support staff pay parity in Catholic systemic schools achieved

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 the pay equity principles and evidence the work was historically undervalued as it was primarily done by women.

NSW government and Catholic systemic schools have a well-established nexus for wages and working conditions for teachers – ‘never more and never before’ has been the Catholic mantra for decades. However, when it comes to non-teaching staff, the rates have been similar, but the classification structures and rates of pay have differed, making straight comparisons more difficult.

During negotiations for the 2020 Catholic Systemic School Enterprise Agreement, the union sought to flow on the 11% wage adjustments from the PSA outcome for the corresponding general employee classifications in the Catholic systemic schools.

Working party

However, although there was no resolution of the union’s claim, the parties agreed on the establishment of a joint IEU-CER Working Party, to assess the relevant occupational groups, in terms of work performed, wage rates and related employment conditions in NSW government and Catholic systemic schools, and to identify and report on any pay differentials between those comparable classifications.

The working party reported on 9 December 2021. Their findings were clear. Comparability was established for Level 4, 5 and 6 employees working as classroom and learning support employees, clerical and administrative employees and Aboriginal Education Workers.

With the commencement of negotiations for a new enterprise agreement in 2022, the diocesan employers accepted the IEU claim for increases to support staff pay to reflect the public sector rates but failed to provide any details or commitment.

As a result, the lack of fair wages for support staff became a key claim of the industrial campaign. Support staff members actively participated in the industrial campaign throughout 2022.

Despite employers’ commitment to wage parity, they failed to provide details on the implementation of the rates, necessary changes to the classification structure and translocation arrangements.

Broken Bay break away

In late October 2022, the Diocese of Broken Bay broke away from the CER based negotiations and agreed to apply the rates as claimed by the union with an additional 1.69% loading.

They paid the new rates to the general employees from 1 January 2023. Negotiations with the remaining 10 dioceses

were going nowhere, so the union filed a good faith bargaining dispute with the Fair Work Commission.

By the end of May, an interim settlement was reached with the 10 dioceses that provided full implementation of the wage parity claim with back pay to the first full pay period on or after 1 January 2023, as well as an undertaking to flow on any further wages that would be payable to employees in government schools.

Due to this interim settlement in May, all general employees received not only the wage parity adjustment, but also the 4% general public sector increase from 1 July.

These provided school administrative and classroom and learning support employees with increases of between 10.2% and 27.5%, which were back paid to January 2023. These increases were on top of the 2.54% rise the employers paid in January 2023.

Given the complexity of the translocation and back pay calculations, there were delays in employees receiving their back pay amounts. Many members sought the assistance of IEU officers in assessing their backpays and ensuring that they were correctly reclassified.

During the fight for pay parity, our support staff members ensured that their voices were heard, through participating not just in the industrial campaign but by providing valuable data and information to the working party on their roles.

A recruitment campaign, highlighting the work of support staff members in achieving these incredible wage outcomes was launched in Term 3 2023. Members were given the opportunity to wear stickers and talk to non-members about the pay increases.

The union will use the improved rates of pay achieved for support staff in Catholic systemic schools as the basis for negotiations with other employer groups.

Industrial agreements

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

Support Staff Advisory Committee

The Support Staff Advisory Committee continues to provide support to IEU officers on the industrial and professional needs of our non-teacher members.

International World Support Staff Day is celebrated annually on 16 May. 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 ensuring recognition and appreciation for the incredible contribution that support staff make to quality education, and demanding that they have quality working conditions.

Support Staff Vice President Kylie Booth-Martinez and Secretary Mark Northam acknowledged the day for members in a video message, focusing on how teaching and learning couldn’t happen without the hard work and dedication of

support staff. Members were asked to share pictures of their celebration with the IEU.

Support staff communications

The Gaining Ground e-news has continued to be published and distributed throughout 2022-2023. It is emailed directly to support and operational staff members three times a year. Each bulletin contains articles and stories of interest to support and operational staff members and supplements the more traditional publications. Members are encouraged to share their Gaining Ground with their non-member colleagues to promote the benefits of the union.

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

Social media is also becoming an invaluable tool for communication. The Facebook group for support staff has seen some significant activity over the year. The group currently has 396 members. It is an invaluable way to communicate with our support staff members. It allows members to share their stories and experiences and ask questions and access information directly from the union in a safe and supportive space.

Other opportunities to connect and communicate with our support staff members are available through platforms such as Zoom, and other online meeting facilities.

Professional development

Due to the protracted industrial campaign in Catholic systemic schools, the Support Staff Conference was put on hold. Such events need the active co-operation of the employers. It is

essential in granting members release from duties to enable their attendance. The biennial conference is a key event for our support staff members and the organising committee will commence planning for the 2024 conference soon.

Membership

There has been reasonable membership growth, with support staff numbers showing a slight decline after the 2021-2022 6.8% increase.

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

Systemic Schools	2947
Independent Schools	1282
ECS	38
Special Schools	1
Trainees	1
English & Business Colleges	24
CEO Offices	122
Other	46
Retired Members	43

On 19 September 2023, membership data shows current financial support staff members at 4504, which equates to 14.5 % of the union's overall membership.

Carolyn Moore Industrial Officer

Principals

Sub branch activities

The Principals' Sub Branch met on 5 November 2022, 18 February, 13 May and 5 August 2023, with a further meeting scheduled for 4 November. During 2023, these meetings have been conducted at the IEU office in Wattle Street Ultimo on a trial basis, to be reviewed at the February 2024 Sub Branch AGM meeting.

At these meetings, the perpetual strain of staff shortages, intense workplace demands, and compliance overload featured in discussions. Principals also spoke of the impact of extreme weather events on their school communities.

At the February sub branch AGM, the outgoing Executive was thanked, and appreciation was expressed to our principal representatives and IEU officers. Noeleen O'Neill was elected President, Kathy Neely Deputy President, and Alex Wharton as Secretary. Additional committee members include Peter Meers, Leah Taylor, Anthony Weir, and Silvana Rossetti. The union thanks Noeleen, Kathy and Alex for their leadership and values the contribution of Noeleen and Alex as delegates to Council.

Principal membership continues to grow in the non-Catholic schools' sector, including Islamic and Christian schools. A Zoom meeting of principals in independent schools is proposed for 8 November and discussions have also been held with principal members in Aspect and other special schools.

Several diocesan principals' chapter meetings/dinners have been held throughout the year, including with CEDWW principals in Griffith on 9 August, as well as Maitland-Newcastle Diocese principals on 15 August. Both events were well attended, and the IEU extends its thanks to members for their support of these events, with further events planned for Term 4.

Catholic systemic schools

There was frustration about delays by Catholic dioceses and Catholic Employment Relations to progress enterprise agreements for systemic principals, noting developments in the Broken Bay Diocese and other jurisdictions such as Victoria, Queensland and WA.

Catholic systemic principal members celebrated the flow on from the NSW Government agreed increase of 12-8% for teachers, with the extra 4% for general employees. Principals argued for settlement of the IEU's claim for parity with the NSW Government school sector. The current IEU interim agreement with Catholic employers (excluding Broken Bay Diocese) expires on 31 December 2023. The union is confident of a positive outcome.

The perpetual strain of the use of a variety of anonymous, voluntary school community surveys such as My School Survey and Tell Them From Me featured in our discussions. Tell Them From Me has no accountability and is voluntary, resulting in unreliable and potentially vexatious commentary. Principals are working hard to sustain a positive outlook in the face of challenging feedback, with no capacity to identify or redress

concerns raised in these surveys. As a result, many principals are choosing to disregard the commentary to preserve their own wellbeing.

Independent schools

The union has continued to support principals in independent schools (including Christian, Islamic, special needs and other independent schools) regarding a range of concerns including:

- awareness and enforcement of current industrial provisions in schools
- assisting principals about letters of appointment and employment contracts
- school governance issues especially dealing with school boards/ councils and the OCG
- restructuring and redundancy concerns, and
- providing updates regarding current relevant industrial changes and negotiations.

Several employers are offering incentives as well as employing interns, with little or no classroom experience, under a blended model of teach/study with the promise of permanency. Principals are working hard to sustain what is perceived to be an almost impossible balance of supported learning for students as well as the capacities/needs of staff who are exhausted. Unfortunately, it is often the principal who, as the employers' delegate, experiences frustration when delivering a new initiative with its raft of changes, often with restricted time for consultation and implementation.

Workload and wellbeing issues

The annual ACU Australian Principals' Occupational, Health and Safety and Wellbeing Survey 2022 published early this year, highlighted the ongoing challenges faced by principals, with workload, lack of time to focus on teaching and learning, and teacher shortages being the top three stressors. The most notable change to any stressor in the history of the project is the mental health issues of students and of staff, which are at their highest reported level since the establishment of the survey.

Teacher shortages have a significant impact on principals and their ability to lead schools effectively. The following are some of the key challenges faced by principals due to teacher shortages, including increased workload where principals must shoulder the responsibility of:

- finding temporary replacements, rearranging schedules, and covering vacant classes themselves. This can lead to exhaustion, burnout, and reduced focus on other critical administrative tasks, and
- the perpetual cycle of hiring and training, which drains resources and time.

Educational events and professional issues

The introduction of the new iterations following changes to teacher accreditation legislation, where NESA became the

Teacher Accreditation Authority (TAA) for all teachers in NSW on 29 November last year, has been welcomed by principals. This change makes NESA the sole decision maker on matters of teacher accreditation at every level. Procedures documents that outlined the streamlining of the accreditation processes were developed concurrently, in consultation with the employers and both teacher unions. These changes directly impact our principal members.

The IEU had long raised issues of inequitable accreditation processes and excessive workload associated with accreditation and was broadly supportive of the change to install NESA as the TAA. The Pre-2004 Policy and Procedures also addressed the challenge of around 65,000 teachers being renewed at the end of 2023, but now that NESA is the TAA, this will be a more consistent experience for principals and teachers in all schools.

With the provision of the updated documentation around the NESA Curriculum and Programming Fact Sheets, several IEU online sessions with NESA were offered to principals, to apprise them of these changes and how they can support their staff.

Given the limited amount of PD available for principals, the IEU was pleased to be able co-sponsor the Australian Catholic Secondary Conference (ACSP) in May in Wollongong. Some 350 Catholic secondary principals gathered to hear some impressive presentations, including Pak Tee Ng from Singapore, whose key takeaway was 'principals need the skills of a CEO and the heart of a loving teacher'.

Valuing and supporting principals

Recognition of principal members who have reached 30 or 40 years of IEU membership continues, with several presentations having been made throughout the year.

First launched in 2016, the Headlines e-news is emailed regularly to principals, deputy and assistant principals, giving invaluable information to those in school leadership positions.

The IEU would like to thank its principal members for their support in 2023. Whatever 2024 may bring, the union looks forward to working with members to protect and enhance their industrial, professional and wellbeing interests.

Lyn Caton Principals' Organiser/Assistant Secretary

ELICOS

The private and post-secondary sector (including English Language Intensive Courses for Overseas Students [ELICOS], Business, VET and other post-secondary colleges) made a strong recovery, with international students returning in large numbers over the 2022-2023 reporting period.

The industry was buffeted by the challenges of the pandemic and associated border closures, and there is no question that most providers struggled to keep their doors open during 2020 and 2021 (and many did not), but those colleges which survived are reaping the benefits of a strong recovery.

International student numbers have surged in 2022-2023. Most of these students continue to go to higher education (48%) and VET (33%), though many of these also go through English and pathways programs before attending their core course.

ELICOS (the focus of IEU membership) makes up about 15% (a bit over 100,000 people) of the international student market, and this sector has seen the largest year-on-year increases, with numbers up 250% in June 2023. Pleasingly, the sector is seeing a move away from the previous over-reliance on China as a source nation, with significant numbers also coming from India, Nepal, Colombia and the Philippines.

Most colleges are projecting this growth to continue in 2024

IEU membership in the sector, on the other hand, continues to flatline, with a further small decline compared with 2022. This reflects the significant number of redundancies occurring in the colleges which have traditionally provided strong IEU chapters, such as UTS College, UNSW College, Taylors College and Navitas Futures.

There are currently 216 financial members in the post-secondary sector, down from 248 in 2022. Over half (119) of these are in ELICOS, and around a quarter in VET, with the balance coming from other post-secondary institutions.

With the sector continuing to bounce back, there are big opportunities for the IEU. Over the coming year, the union will run a series of campaigns to boost IEU membership, and it is hoped that numbers can return to the long-term average by the end of 2024.

Kendall Warren Organiser



Membership statistics and school visits

Member Type/School Category	Number of members
Support Staff	
Business Colleges	11
ECS	47
English Colleges	10
Life Education Centres	0
Non Systemic	823
Other	15
Special Schools	178
Systemic	2,949
Systemic Advisors/Consultants	125
Without Category	86
Non Systemic (Catholic)	284
	Sub Total = 4,528
Teachers	
Business Colleges	75
ECS	1,041
English Colleges	112
Life Education Centres	22
Non Systemic	6,257
Other	46
Special Schools	286
Students	356
Systemic	15,026
Systemic Advisors/Consultants	433
Without Category	1,219
Non Systemic (Catholic)	1,669
	Sub Total = 26,542
	Total 31,070

Members and Schools by Branch								
Sub Branches – City	Schools	Members	EC Centres	Members	Colleges	Member	Other	Members
Central Coast	40	815	129	27	0	7	4	0
Central Metropolitan	102	1,991	258	119	221	67	4	0
Cumberland	94	2,577	284	51	30	13	0	0
Ku-ring-gai	48	970	141	60	11	3	0	0
Lansdowne	92	2,407	278	26	33	13	0	0
Metropolitan East	61	1,348	157	40	21	49	1	1
Northern Beaches	38	589	130	46	11	5	0	0
Northern Suburbs	64	1,265	207	87	31	4	0	0
Penrith-Blue Mountains	77	1,735	211	30	11	2	1	22
Southern Suburbs	60	1,769	276	97	12	4	0	0
Total City Schools =								3,138
Total Members in City Schools =								16,239
Sub Branches - Regional	Schools	Members	EC Centres	Members	Colleges	Member	Other	Members
ACT/Monaro	68	1,495	92	29	11	4	1	1
Central Western	93	1,163	146	38	4	1	0	0
Hunter Valley	127	2,636	305	127	18	2	0	1
Mid North Coast	49	937	118	30	1	2	2	0
North Coast	59	1,035	122	50	8	0	0	0
North West	47	758	101	23	2	0	0	0
Riverina	55	1,041	122	71	7	2	0	0
South Coast	99	2,666	384	106	21	1	0	0
South East	45	749	111	38	2	0	0	0
Total Regional Schools =								2,220
Total Members in Regional Schools =								13,006
Sub Branches - General						University		Members
Principals								554
Students						94		356
Unemployed								202
Retired								704
Other/Life								9
Total General Schools (University) =						94		
Total Members in General Schools (University) =								1,825
						Total members		31,070
						total schools		5,452

Schools by category		Number of schools
Systemic advisors		
Systemic consultants		35
Non systemic consult		11
Sub total =		46
Systemic		
Systemic both		23
Systemic primary		438
Systemic secondary		125
Sub total =		586
Students		
Student - ECS		31
Student - primary		8
Student - secondary		7
Student - primary/secondary		48
Sub total =		94
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		132
AIS MEA hybrid (no SAO)		4
AIS MEA hybrid-both		33
AIS MEA hybrid-primary		36
AIS MEA hybrid-secondary		23
Christian Parent Control School		19
Christian Schools Australia		57
MEA Non systemic Catholic		1
MEA - consultants		1
MEA - secondary		16
MEA - primary		10
MEA both		7
Non systemic - both		32

Schools by category	
Non systemic	Number of schools
Non systemic - both (Catholic)	9
Non systemic - Coasit	2
Non systemic - misc (Catholic)	10
Non systemic - primary	29
Non systemic - primary (Catholic)	5
Non systemic - secondary (Catholic)	29
Non systemic secondary	44
Seventh Day Adventist	23
Sub total =	522
Life Education Centres	Number of schools
Post secondary LEC	4
Sub total =	4
English colleges	Number of schools
Post-secondary English colleges	144
Post-secondary MISC	108
Sub total =	252
ECS	Number of schools
AIS MEA hybrid-ECS	14
ECS - Early intervention	72
ECS - employers	27
ECS - long day care - not for profit	323
ECS - long day care - not for profit - Area Health Service	13
ECS - long day care - not for profit - Goodstart	138
ECS - long day care - not for profit - Integricare	8
ECS - long day care - not for profit - KU	56
ECS - long day care - not for profit - Lady Gowrie	10
ECS - long day care - not for profit - Mission Australia	16
ECS - long day care - not for profit - SDN	27
ECS - long day care - not for profit - Uniting Early Learning	13
ECS - long day care - private - Affinity	30
ECS - long day care - private - G8	180
ECS - long day care - private - Guardian	42
ECS - long day care - private - Little People	10
ECS - long day care - private - Montessori Academy	13
ECS - long day care - private - Only About Children	48
ECS - long day care - private - Active Kids	13
ECS - preschool - Community based	548
ECS - preschool - not for profit - KU	62

Schools by category	
ECS	Number of schools
ECS - preschool - not for profit - Uniting Early Learning	27
ECS - school conditions	113
ECS - long day care - private	1,744
ECS - long day care private Big Fat Smile/Goodstart	18
ECS - out of school hours care	5
Sub total =	3,570

Business colleges	Number of schools
Business manager	1
Post-secondary business colleges	61
Community colleges	55
Community Colleges Australia	41
Out of school tutoring colleges	37
Vocational education colleges/registered training organisations	101
Sub total =	296

Miscellaneous	Number of schools
Miscellaneous	3
Sub total =	3

Total schools	5,452
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Members by Classification	
Classification	Number of members
FULL145 & FUL145Disc	1,465
FULL130 & FUL130Disc	3,495
FULL & FULLDisc	12,383
PART.8 & PART.8Disc	1,822
PART.6 & PART.6Disc	1,997
PART.5 & PART.5Disc	640
PART.4 & PART.4Disc	1,146
PART.2 & PART.2Disc	346
Casual - Teacher	1,409
Leave - Teacher	123
Maternity - Teacher	482
Unemployed - Teacher	185
Retired - Teacher	661
CASEXT/SESSIONAL	23
EXEMPT (Students/Teacher Exchange/Nurse Dual)	357
LIFE	9

Members by Classification

Classification	Number of members
FULLSU & FULLSUDisc	1,868
PART30 & PART30Disc	1,524
PART20 & PART20Disc	851
PART10 & PART10Disc	122
Trainee/Apprentice	2
Casual - Support	71
Leave - Support	13
Maternity - Support	16
Unemployed - Support	17
Retired - Support	43
	Total members 31,070

All School Visits By Category Statistics Produced 1/10/2022 to 1/10/2023

School Category	
Systemic	
Systemic Both	31
Systemic Primary	425
Systemic Secondary	198
Non Systemic - Special (Catholic)	6
MEA Non Systemic Catholic	1
Sub Total =	661
Special Schools	10
Sub Total =	10
Miscellaneous	6
Sub Total =	6
Non Systemic	244
Sub Total =	244
Post-Secondary Life Education Centres	3
Sub Total =	3
Post-Secondary English College	11
Sub Total =	11
ECS - Preschool and long day care	209
Sub Total =	209
Total visits	1,152

Recruitment and organising

The IEUA NSW/ACT Branch ends the year in a very strong position with more than 31,000 financial members. There has been significant growth throughout the year in Catholic systemic schools. In recent months, there has been a marked increase in members joining from independent schools. The historic and important pay rises won by teachers in government and Catholic systemic schools are strengthening the resolve of chapters in other schools to secure similar and appropriate outcomes from their employers.

Increased membership is, of course, only part of the equation. An active membership base is key. It has been encouraging to see chapters elect Reps or committees where there had previously been vacancies. There have been several schools that have advised their staff that they were unable to provide further salary increases only to turn around and do just that or provide one-off payments in response to chapter action.

There is always more to be done. 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. Pay rates under the modern award are miserable when compared to those in union negotiated agreements and there is no entitlement to paid parental leave, while other forms of leave are well below industry standards. Typically, union membership density is low in these schools. Most early childhood education and care (ECEC) teachers are also covered by the modern award. Recent IR reforms allow the IEU to start addressing these challenges, but it always starts with workers joining their unions and engaging with their union.

Tertiary initiatives

The number of student members declined dramatically during the pandemic. Attempts to connect with students via Zoom on university expo days were largely unsuccessful. With universities re-opening, our opportunities to recruit pre-graduate members have increased, as have the number of IEU student members on last year's figures. Organisers Peter Criticos, Josef Dabbs and Luke Breen have been active in making contacts and arranging visits into more universities. Peter, Josef and Luke, in conjunction with Jody Clifford and Syeda Sultana from our membership department, have been systematic in contacting our existing student members and converting them into financial members as they commence paid employment. Peter and Jody will be working with colleagues from the VICTAS branch to further develop ideas on recruiting student members. Our ECEC team have similarly been active in recruiting pre service pre school teachers at various universities.

Retention

As part of our member retention efforts, the membership department, often assisted by 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. We have many Reps who assist us in this work. Of those that have resigned in 2023, all but 4.2% have provided a reason for leaving the union (down from 7.2% last year). The top five reasons for leaving the IEU in 2023 are:

1. No longer working in the education sector/left teaching (19.1% of all resignations).
2. Retirement (18.7%).
3. Gone to public sector/ not in non-government. sector/left current workplace (16%).
4. Financial reasons (13.5%).
5. Moved interstate / overseas (8.5%).

IEUA Organising Workshop

The NSW/ACT Branch hosted the IEUA organising forum in Sydney on 17-18 November 2022. The theme of the workshop was Organising for Engagement. Organisers from other state branches joined their NSW and ACT counterparts in Wattle Street and at NSW Trades Hall to learn more about the craft of organising. The next workshop will be held in November 2024. Organisers Jen Tait and Sue McKay have joined the IEUA Organising Committee which has responsibility for organising the workshop.

Thank you

Keeping our union strong is a collective responsibility. It is humbling to be part of a union where so many members across NSW and the ACT have embraced that responsibility.

Working in schools is not easy and the teacher shortage crisis has only made things worse. Members are overworked and often feel unsupported and underappreciated. Finding time for a chapter meeting can be difficult. But such meetings are critically important. At times, the collegial support provided through the chapter will help get members through the day. It was action and engagement in 591 Catholic systemic chapters that ultimately saw us win the biggest teacher pay rises since our union began, along with massive (and overdue) pay rises for our support staff members in these schools.

On behalf of the IEU, I would like to acknowledge every IEU Rep and member who has taken the time to speak with a potential member and explain to them the importance of union membership. I thank every Rep and Activist who has reached out to their organiser and arranged a chapter meeting. Thanks also to every Rep and Activist who has attended a sub branch or council meeting or who pointed out to their colleagues the numerous and various PD offerings presented by the IEU.

Thank you to the union's organisers whose work is critically important and anything but dull. Chasing up chapters without reps and visiting schools that are less than welcoming are only a couple of the challenges our organisers face. However, when an organiser turns a once dormant chapter into an active and engaged chapter, their satisfaction is always clearly evident.



Thanks also to our Industrial Officers whose work is vital to progressing our campaigns and whose support of individual members at critical times of their working lives is invaluable.

Similarly, the work done by our publications and communications is vital for lifting the profile of the union and the impact of our campaigning. Thank you.

Thanks to our membership department for their continuing efforts in ensuring our recruitment and retention processes are improved. Our administrative staff work diligently through the lists, contacting members who have become unfinancial. Thank you.

Recruiting and organising is most effective during campaigns that are embraced by members. I acknowledge the IEU's Executive for their insight and judgement in steering the IEU over the last 12 months. Thanks to our President Tina Ruello and Deputy Secretary Carol Matthews. Finally, I offer a particularly big thank you and congratulations to our Secretary Mark Northam, who leaves our union in a strong position, more than ready to take on the challenges of tomorrow.

David Towson Assistant Secretary

Professional engagement

The theme resonating through the professional engagement team for 2023 has been reclaiming the professional voice of teachers. The IEU believes that, to address workloads in schools, governments and other decision makers must listen to the professional voice of teachers and support staff. With the election of new governments, both federally and in NSW, we are starting to see some positive movement in this regard.

NESA

Although she has moved to a role with the IEU's federal office, Veronica Yewdall remained the IEU representative on the NESA Board throughout 2023, and Pat Devery has continued as the IEU representative to the NESA Policy Advisory Committee.

The IEU's presence on the Board and the Policy Advisory Committee has given the union the opportunity to inform some of the policy changes which have been rolled out during the second half of 2023, as detailed below.

One of the highlights of 2023 was the production of the NESA Curriculum Fact Sheets published in June. The IEU has been in close discussion with NESA about the issue of compliance and the multiple overlays which have resulted from the lack of clarification and understanding in this area.

The IEU developed a poster which unpacked the Fact Sheets for members. We also developed a sample list of activities which we identified as contributing to work intensification, which were not required by NESA and could be modified or set aside.

These communications were published in *Newsmonth* and were widely distributed to members, to universal acclaim. As the campaign to address crippling workloads continues, these documents play a key role.

NSW Curriculum syllabus writers and technical advisory groups

As the NSW Government has continued to roll out updated syllabuses, albeit at a reduced pace since the election of the Labor government, the IEU has continued to play its part by nominating members as syllabus writers and participants in technical advisory groups.

The IEU has a robust application and selection process for nominees for these advisory groups. If selected by NESA, members are asked to be mindful of workload considerations and negative impacts on teachers and support staff that may otherwise be overlooked.

Professional development

As the professional development (PD) environment begins to recover from the disruptive changes which took place in late 2020, the IEU has been at the forefront of ensuring high quality and affordable PD for members.

The IEU has managed to obtain approval for 12 hours of NESA accredited and 14 hours of TQI accredited PD, presented live online by David Vinegrad, who has had a long association delivering PD for the IEU.

We have also secured Early Childhood and Education Services and Training group, ETARC, to deliver accredited PD for our early childhood teachers since we stopped our relationship with the Teacher Learning Network (TLN) in early 2022.

The IEU has, for some time now, been calling for changes to the PD space which will respect the autonomy of the individual teacher. At the commencement of Term 3 2023, NESA announced that teachers would no longer have to upload their elective PD onto the NESA Electronic Teacher Accreditation Management System (eTAMS). Instead, all that is now required of a teacher is to retain a log detailing the date they undertook the PD, the Standards it addressed, and the duration of the activity.

The IEU considers this a major win for teachers, indicating a newfound respect for the professions. It should allow teachers to undertake PD which suits both their needs and their interests. The IEU has strongly recommended that members consider undertaking no more than the mandatory 50 hours of accredited PD unless more hours are easily accessible.

The IEU continues to monitor the availability of easily accessible and affordable PD, especially as the employers seem to have vacated the space.

Accreditation improvements

2023 has been an important year for teacher accreditation in NSW. NESA, in part as a response to ongoing IEU requests to address workload issues and re-establish respect for the profession, moved to streamline the maintenance of accreditation process for Proficient Teachers.

To that end, once a NSW Proficient Teacher reaches the end of their five-year maintenance period, all they are required to do is log in to the eTAMS, confirm their employment details, confirm they have met the professional development requirements, and self-attest that they continue to meet the Australian Professional Standards for teachers (the Standards), and they will automatically roll onto their next five-year maintenance cycle.

The IEU views this as a significant benefit for teachers. It will significantly reduce the workload for principals or their delegates who have previously had to attest for teachers, and it displays a welcome respect for the profession. Quite rightly, the professional relationship is now between the teacher and the Teacher Accrediting Authority (TAA), NESA, rather than being filtered through the lens of the employer. Along with the changes to elective PD as detailed above, the IEU welcomes these changes.

NESA has also streamlined the process for teachers looking to achieve Proficient Teacher status, most notably removing the requirement for schools to provide an accreditation report, unless they intend to recommend that a teacher does not meet the requirements of Proficient teacher status. Again, this is a welcome move which should help reduce workloads in schools and reinforce respect for the profession.

Experienced Teacher accreditation Band 3

Support for members undertaking Experienced Teacher accreditation has continued in 2023.

Sixty-five members who were given assistance in 2022 were successful in achieving Experienced Teacher accreditation and a significant increase in salary of \$14,800.

There have been some changes to the process in this year. The collection period for evidence has been reduced from May the previous year to September the following year.

The evidence collection period for the 2023 cohort was from May 2022 to June 2023.

This requires teachers to complete their portfolio in a shorter time, allowing less time to collect evidence.

A positive change is that the Head of School report and the testimonials have been combined into a Principal Attestation checklist, meaning less work for supervisors and less classroom observations for teachers. Most schools have taken a sensible approach to the completion of the principal attestation and have not required members to produce unnecessary paperwork. A small number of schools have needed more classroom observations and further documentation.

In addition, five descriptors may be met by an optional classroom observation and all members have selected this choice, as it does not require documentation or annotations.

Teachers can submit their portfolios between March and June, and those that submitted early received their results quickly. One school paid the increase in salary from when the results were received. Most schools expected applicants to wait until the following year to receive their Band 3 salary. There needs to be an earlier date for the salary increase.

There are few eligible members from Hybrid schools who seek assistance. They are reluctant to complete their Experienced Teacher accreditation as they receive a lower salary.

Even though the process has been simplified, it is still complex and requires consistent work and a considerable time commitment to complete the documentation.

There is still a need to provide intensive assistance as the level of support remains inconsistent with some schools still providing limited help.

In 2023, the IEU helped 62 members from the following schools: Al Faisal College Campbelltown, All Saints Bathurst, Broughton Anglican, Danebank, The French School, Frensham,

Minarah College Green Valley, Hills Grammar School, International Grammar School, Malek Fahd Greenacre and Hoxton Park, Meridan College, Inner Sydney Montessori, Moriah College, Oran Park Anglican, Oxley College, Pittwater House, Ravenswood, Richard Johnson Anglican, Rouse Hill Anglican, Santa Sabina College, The Scots College Bellevue Hill, Scots College Albury, St Andrew's Cathedral School, St Peter's Campbelltown, St Phillip's Christian School, The Illawarra Grammar School, Thomas Hassall Anglican College, Trinity Anglican College Thurgoona, Unity Grammar College, William Carey Christian and William Clark College.

There are 45 members from various schools who have been working on their documentation in 2023 and the IEU is helping them to complete the process for submission in 2024.

Members who have completed Experienced Teacher accreditation appreciate the support provided by the IEU. Members often comment that without help from the union, they would not have been able to complete their accreditation.

Staff changes in professional engagement

As mentioned above, in early 2023, Professional Engagement Coordinator Veronica Yewdall was elected Assistant Federal Secretary and moved to the federal office. Veronica has been with the IEU since 2018 and has held the positions of Organiser, Professional Engagement Coordinator and, most recently, Assistant Secretary in the NSW/ACT Branch. Veronica was the driving force behind many programs and initiatives, most notably the recent NCCD reforms.

With Veronica's move to the federal office, Pat Devery was appointed Professional Engagement Coordinator and Christina Ellul joined the IEU with a combined professional engagement and organiser role.

Christina comes to the union with almost 30 years of experience as a teacher and coordinator in the Catholic sector. With qualifications in counselling and mediation Christina brings a variety of skills to her new role.

Pat Devery, Christina Ellul, Elizabeth Finlay
Professional Officers

Union training

Reps training was suspended during the COVID-19 pandemic. Since then, a combination of teacher shortages (Reps were unable to take time out of school) and IEU staff changes (long-time trainer Marilyn Jervis retired) delayed the restart of the program to mid-2023.

At this point, it is appropriate to acknowledge Marilyn's significant contribution to the Reps training program over many years. She trained and supported hundreds of Reps and the union has benefitted from her experience and expertise.

Professional Engagement Coordinator Pat Devery has taken up the reins from Marilyn and, drawing on her experience and the resources she has passed on, he has revamped the course for 2023.

The revised course provides valuable information for Reps, including a session exploring how employees secure their working rights, how to effectively support individual members, especially when called to a meeting with the principal or employer, and how to effectively activate and organise chapters.

As part of the training, Reps have been reviewing draft versions of the new Reps Handbook which has now been finalised and distributed in digital format.

The handbook will prove a valuable resource for all current and aspiring Reps, covering such topics as how to effectively plan for and conduct a chapter meeting, organising visits from your IEU organiser, and practical advice on how to support members in a meeting.

During 2023, Reps training days have been run in the North West, North Coast, Southern Suburbs, South Coast, Lansdowne, Central West and Monaro Sub Branches and at the union's Ultimo office.

Several of the training sessions were organised with a short lead time, resulting in some Reps not being able to attend. This was unavoidable, as it only became possible to secure release for teachers from mid-Term 2. It is our intention to schedule the training days well in advance from now on, so they are included in the IEU calendar for 2024, allowing all Reps to plan their attendance.

We look forward to seeing many more Reps take advantage of this training in coming years.

Pat Devery Professional Engagement Coordinator



Media and communications

Introduction

The IEU's communications inform and advocate for teachers, support staff, and early childhood 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.

The teacher pay issue and NESAs changes were at the forefront of communications for the IEU in 2023.

The revival of the Hear Our Voice campaign in the form of #TakeTeacherPaySeriously sub-campaign in August dominated our social media channels, while the NESAs workload poster and, later, the NESAs accreditation changes dominated our publications.

We have scaled up our social media presence, expanding our capacity to connect with members and the community. The IEU's followers on four main social media platforms (Facebook, Instagram, X, LinkedIn) have grown steadily. Developing the union's new website has also been a key priority in 2023, with the site going live after the AGM in October.

We have implemented a variety of updates to streamline our work and update our processes through a graphic design request form, a file submission form, an audit of pull-up banners, an update to the annual report submission process, and we have also set up the IEU SharePoint.

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 14 statements so far.

- 18-Jan-23, Scrap pay cap and address workload to fix teacher shortage crisis
- 28-Feb-23, Remove NSW pay cap to elevate teacher shortage
- 04-May-23, Pressing pause on the NSW Curriculum rollout is the right decision
- 05-May-23, Investment in early childhood education will pay off
- 26-May-23, Pay rise for Catholic systemic school support staff
- 31-May-23, Some NSW Catholic School teachers now paid 1.5% more than NSW Government school teachers (Broken Bay EA)
- 06-Jun-23, New legislation opens door for pay rises for early childhood education and care teachers
- 03-Aug-23, They just don't get it - insulting teacher pay offer from the NSW Government
- 04-Aug-23, Teacher pay offer, teacher union calls on Premier to honour his promises
- 14-Aug-23, Teacher pay offer, IEU NSW ACT considering protected action on teacher pay dispute
- 16-Aug-23, ACTU supported bargaining FWC Melbourne
- 17-Aug-23, Teacher unions to rally at NSW Premier's office to demand pay be taken seriously

- 01-Sep-23, Proficient teacher accreditation status
- 05-Sep-23, A way forward at last – teacher salary outcome welcome.

Media engagement

The IEU has had substantial appearances across TV, radio, print, and online this year, with many pieces shared widely across social media:

- N/A radio segment, ABC Radio 702 Sydney, 12-Jan-23
- More than 3000 teachers needed in NSW, St George & Sutherland Shire Leader, 23-Jan-23
- Radio interview, ABC Radio Illawarra, 09-Feb-23
- Win TV snippet featuring Mark Morey with Tina Smith visible in Hear Our Voice t-shirt, WIN News TV, 20-Feb-23
- Union report says public sector wages cap will put 'essential workers' thousands of dollars a year behind inflation, Newcastle Morning Herald, 21-Feb-23
- Lack of casual teachers contributing to students learning with minimal teacher supervision in merged classes, The Daily Advertiser, 22-Feb-23
- Naplan results TV interview featuring Tina Smith, WIN News TV, 22-Feb-23
- Teacher diaries: Sleepless nights, admin and no time for lunch or toilet breaks, *The Daily Telegraph*, 27-Mar-23
- NSW election 2023 NSW Labor win emboldens unions in wage push across the country, Australian Financial Review, 27-Mar-23
- Teacher reform, *7News*, 27-Mar-23
- School curriculum rollout delay relieves teacher burden, *The Canberra Times*, 04-Apr-23
- ACT teachers pay deal welcomed by independent teachers union, *The Canberra Times*, 06-May-23
- NSW and ACT Catholic school support staff to get pay rise under interim deal, *The Canberra Times*, 27-May-23
- New bargaining system for workers kicks into action, *The Canberra Times*, 06-Jun-23
- Childcare early starter for new supported deal regime, *Workplace Express*, 06-Jun-23
- Independent Education Union joins UWU in signaling enterprise bargaining for ECEC, *The Sector*, 06-Jun-23
- Fears pay push could rope childcare sector into unsustainable deals, *AFR*, 06-Jun-23
- Early childhood educators launch groundbreaking workplace bargaining case, *EducationHQ*, 06-Jun-23
- Bargaining bid will help childhood sector retain staff, *Batemans Bay Post*, 06-Jun-23
- Bargaining bid will help early childhood sector retain staff, *Perth Now*, 06-Jun-23
- Early childhood educators push for 25 per cent pay rise in multi-employer bargaining submission, *Women's Agenda*, 06-Jun-23
- World Environment Day protests demand urgent action on climate, scrap anti-protest laws, *GreenLeft*, 06-Jun-23

- Bargaining bid will help childhood sector retain staff, *Northern Daily Leader*, 06-Jun-23
- 'Take note: Key changes under Secure Jobs, Better Pay now in effect', *Human Resources Director HRD*, 07-Jun-23
- IEU wins 13% backdated payrises, *Workplace Express*, 07-Jun-23
- Interview - 'Live and Local', 2BS (Bathurst), 30-May-23
- Interview, 2SM, 23 June
- Ten years too long": Protests across Australia call for the end of offshore detention, *City Hub*, 23-Jul-23
- 'They Just Don't Get It': Insulting Teacher Pay Offer From The NSW Government, *The Bursur*, 04-Aug-23
- Power 94.9 FM - *Southern Highlands Radio*, 04-Aug-23
- Chris Rollo member to speak in interview, *7News Central West*, 07-Aug-23
- ABC News Radio, 10-Aug-23
- ABC and Radio National, 11-Aug-23
- Hope FM, 11-Aug-23
- Independent Education Union meets with Newcastle schools amid teacher pay dispute, *Newcastle Herald*, 15-Aug-23
- Rally interview, 10 News First, 15-Aug-23
- QLD, NSW Catholic and independent teachers to rally and strike, *news.com.au*, 17-Aug-23
- NSW Teachers Federation and Independent Education Union of Australia NSW/ACT hold rally outside Kogarah office of NSW Premier Chris Minns, *The Leader*, 18-Aug-23
- Tamworth early childhood centre, 7 News, 25-Aug-23
- In NSW, 11 teachers are hit by moving objects every week. The injury bill has tripled, *SMH*, 03-Sep-23
- Early entry for uni students, ABC Radio Coffs Harbour, 04-Sep-23
- Independent Education Union welcome teacher pay rise agreed on by NSW Teachers Federation and government, *Newcastle Herald*, 05-Sep-23
- Spoke live on air, ABC Drive, 05-Sep-23
- NSW's newest teachers to earn \$85k under handshake deal with union, *The Daily Telegraph*, 05-Sep-23
- Minister flags education cuts to fund 'historic' pay deal for teachers, *SMH*, 05-Sep-23
- NSW public teachers poised to be among the best paid in the nation under new deal, *The Guardian*, 05-Sep-23
- 'Historic' agreement set to end NSW teacher pay dispute, *EducationHQ*, 05-Sep-23
- Independent Education Union welcome teacher pay rise agreed on by NSW Teachers Federation and government, *Cessnock Advertiser*, 05-Sep-23
- Teachers offered big raise to settle bitter pay dispute, *Yahoo News*, 05-Sep-23
- NSW public teachers pay deal to help keep Queanbeyan educators from moving to ACT schools, *The Canberra Times*, 05-Sep-23

Social media

On social media, the IEU's largest audience of members and followers is on Facebook. We have achieved steady growth across all channels and continue to improve our presence and content to engage our audience.

Facebook

- New followers: 506
- Total followers: 8177

- Page reach (the number of people who saw content from our page including posts and boosted posts, videos, tiles, stories): 102,739.

Facebook: Top 5 organic posts for the year (September 2022 – October 2023), ranked in order of reach

- All teachers in NSW need a pay rise! The collapse of negotiations between the NSW Government and the NSW Teachers Federation also means no pay increases are on the table for teachers in NSW Catholic systemic schools. Take action! Write to the NSW Premier and Education Minister to urge them to take teacher pay seriously. All it takes is a few simple steps. We've started you off with a pre-written email but you are welcome to personalise it as much as you like. (9 Aug 2023)
- Last week IEU Members Teaghan Pugsley and Naomi Turner attended the Australian School Band and Orchestra Festival (ASBOF) Sydney Music Educators Conference. Teaghan and Naomi were recipients of the IEU/ASBOF scholarships. Here's a pic of Teaghan and Naomi with IEU Organiser Patrick Devery, Dr Anita Collins and Dr Peter Boonshaft on the opening day of the Conference. (18 July 2023)
- We've had incredibly positive feedback on our NESA poster, featured in the last edition of Newsmouth. In Term 3, IEU
- Organisers will be assisting Chapters to undertake professional discussions with their principals and leadership teams to establish how they might minimise unnecessary administrative work. Stay tuned for further updates. (5 July 2023)
- The Diocese of both Maitland-Newcastle and Bathurst have finally signalled that pay increases for support staff will commence on 9 August 2023, and will be backdated to the first pay period in January 2023. This is great news for our support staff members in these dioceses and has been a long time coming. You can read the official letter from the Maitland/Newcastle branch here... (1 Aug 2023)
- Welcome back to Term 3. The IEU has a range of professional development coming up for members. For dates and details of professional development and training opportunities in Term 3 and beyond, check the IEU website - link in comments. (20 Jul 2023)

Facebook: Top 5 organic posts September to December 2022

- Looking for a last-minute Halloween costume? We've got you covered with a worn-out teacher costume. (31 Oct 2022)
- "We need to get competitive about teachers, we have to retain teachers and keep them in the system and we are determined to do that," said NSW Labor Leader Chris Minns at the IEU's AGM today. "And with that, I can repeat an announcement I made last week that if we win the next election, we will abolish the NSW wages cap." It is that very wages cap that is holding the salaries of all teachers and support staff back. Even non-government employers who are not bound by it impose it. (22 Oct 2022)
- *The Daily Telegraph* takes teacher-bashing to a whole new level today. "This only undermines morale and does nothing to help teacher shortages," says IEUA NSW/ACT Branch Secretary Mark Northam. "The communities that schools serve won't cop this. Perhaps the new Behaviour Adviser's first task should be a stern word with the *Daily Telegraph*."

Read 'Trial by Media', a recent IEU feature highlighting research by the University of Sydney's Associate Professor Nicole Mockler into negative portrayals of teachers in the media. No wonder they're not staying in the profession. (27 Sep 2022)

- "Anyone who wants to understand the union movement in 2022 only has to look at the faces of those who've actually been on strike this year: teachers, nurses, aged care and early childhood workers. Many are young women of colour workers who've been disrespected and underpaid. "Australia has experienced the biggest drop in living standards ever recorded. Real wages have not increased for a decade, and now they're dramatically going backwards." Sally McManus, Secretary ACTU during her Address to the National Press Club of Australia earlier today. If you missed it, you can catch it on ABC iView in the coming days. (28 Sep 2022)
- Today is World Teachers' Day. The theme for 2022 is "The transformation of education begins with teachers". Teacher shortages are not only severe across every sector in NSW and the ACT, but they are also affecting many countries around the world. Teachers are overworked, underpaid, and have been undervalued for years. Experienced teachers everywhere are leaving the profession they love. Fewer candidates aspire to replace them. The global teacher shortage is reaching alarming proportions. (5 Oct 2022)

Facebook: Top 5 organic posts January to March 2023

- "I leave demoralised. Another day where I didn't get to really talk to that one kid who really needed it." Unsustainable workloads and endless data and paperwork are leading to teacher burnout. Today's *Daily Telegraph* highlights the pressures felt by teachers as they share their 'day in-the-life' diaries. (24 Feb 2023)
- POSITION VACANT! Applications close this Friday! The IEU is seeking applications from enthusiastic and dynamic education professionals or industrial staff to join our team of Organisers in the IEU's Parramatta office. (16 Jan. 2023)
- Matt Golding nails the teacher shortage crisis. (26 Feb. 2023)
- Media release Scrap pay cap and address workload to fix teacher shortage crisis. The IEU is calling on the NSW Government to immediately scrap its pay cap on government employees, including teachers and school support staff. The pay cap on public school teachers and support staff influences the pay for Catholic and independent school teachers. Low pay is one of the reasons for the current teacher shortage, which impacts on student learning. It's a self-fulfilling prophecy, with overworked teachers in understaffed schools suffering burnout, discouraging Year 12 students from choosing the profession. "The reduction in the number of students choosing teaching degrees and the increase in the number of those failing to complete these degrees is creating a perfect storm," IEUA NSW/ACT Branch Acting Secretary Veronica Yewdall said. "The failure of government and employers to seriously address workload issues means that the number of teachers available for all schools, government and non-government, has been severely restricted." (18 Jan 2023)
- Vale Vladimir Khusid. The IEU is saddened to hear of the passing of jazz musician, music teacher and IEU member Vladimir Khusid. Born in Azerbaijan with a love for life and

music, a young Vladimir learned violin until he was 12 years old. At 13, he was introduced to jazz and pleaded with his parents for a trumpet. They bought him one second hand and Vladimir learned to play covertly by listening to Voice of America on the radio. In 1980, Vladimir and his wife and two children fled the Soviet Union and were granted a visa to migrate to Australia. Vladimir studied Jazz at the Sydney Conservatorium of Music. After many odd jobs, he went on to a career as Head of Brass at Sydney Grammar School. (10 Jan. 2023)

Facebook: Top 5 organic posts April to June 2022

- NESAs are currently seeking experienced teachers to participate in focus groups. If you are interested in this opportunity, please complete the Member Nomination Form and return it to us by the close of business on Friday 21 April 2023. (18 Apr 2023)
- Vale Father Bob Maguire. After a lifetime dedicated to the poor and marginalised, Father Bob has passed away at 88. Australia - and the union movement - has lost an irrepressible campaigner for social justice and community. (19 Apr 2023)
- Professional Engagement: Read the latest accreditation update to find out more about NESAs's new policies, upcoming professional development (further info in comments), and an update on the NCCD. (17 Apr. 2023)
- IEU Members: IEUA NSW/ACT in association with The Australian School Band & Orchestra Festival is offering two scholarships to the Sydney Music Educators Conference. See flyer for further info on how to apply. (13 Jun 2023)
- What a way to end Term 1! The IEU chapter at Penola Catholic College wore yellow today in support of the #HearOurVoice campaign. Read our update from the Fair Work Commission... (6 Apr 2023)

Facebook: Top 5 organic posts July to October 2023

- All teachers in NSW need a pay rise! The collapse of negotiations between the NSW Government and the NSW Teachers Federation also means no pay increases are on the table for teachers in NSW Catholic systemic schools. Take action! Write to the NSW Premier and Education Minister to urge them to take teacher pay seriously. All it takes is a few simple steps. We've started you off with a pre-written email but you are welcome to personalise it as much as you like. (9 Aug 2023)
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- Welcome back to Term 3. The IEU has a range of professional development coming up for members. For dates and details of professional development and training opportunities in Term 3 and beyond, check the IEU website - link in comments. (20 Jul 2023)

Top 5 videos on Facebook for the year by minutes viewed (September 2022 – October 2023)

- live from the steps of the NSW Industrial Relations Commission (12 Oct 2022)
- We won! The IEU has successfully obtained leave to intervene in the NSW Government's award arbitration for government school teachers tomorrow at the NSW Industrial Relations Commission! Here's IEUA NSW/ACT Branch Secretary Mark Northam with an update. (11 Oct 2022)
- Hear Our Voice! 2022 has been a massive year for the campaign for a fair deal for teachers and support staff. Here are all the highlights so far! We salute your creativity, humour, singing, chanting, ukelele playing and unwavering determination to have your voice heard. The campaign isn't over yet and we're not giving up! (27 Oct 2022)
- Teachers have a lot in common with Senator David Pocock. They both serve the community, value integrity and want a better future for all Australians. The Secure Jobs, Better Pay Bill will deliver all of this. It's time to get wages moving. Here's primary school teacher and IEUA NSW/ACT Vice President (ACT) Angela McDonald with a personal message to Senator Pocock. (23 Nov 2022)
- Listen to netball legend and union woman Liz Ellis as she talks about organising netballers and winning big. There's power in a union! (18 Apr 2023)

X (Twitter)

The IEU has 2328 followers on X, 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 posts since September 2022 are below (tweets are ranked in order of impressions).

- Teachers have a lot in common with Senator Pocock. They serve the community, value integrity and want a better future for all. The *Secure Jobs, Better Pay Bill* will deliver this. Hear from primary school teacher and IEUA NSW/ACT VP (ACT) Angela McDonald. (23 Nov 2022)
- We'll listen to the professionals, we'll have deep and permanent communication with the IEU and the @TeachersFed because we want to understand how to make the profession better and improve education outcomes across NSW" – NSW Labor Leader @ChrisMinnsMP at the IEU's AGM. (22 Oct 2022)
- All the action from May Day in Newcastle (30 Apr. 2023)
- Media release Teachers and support staff in the independent schools sector will urge Senator David Pocock to support the Federal Government's *Secure Jobs, Better Pay Bill* so they can gain the right to take legally protected industrial action. (15 Nov 2022)

- IEU members at Holy Family Primary School in Menai proudly wear their #HearOurVoice tshirts in support of the #October12 Day of Action. (12 Oct 2022)
- IEU members: Don't forget to wear your yellow t-shirt and/or other insignia (stickers, paddles, anything yellow) in your schools today to support the Hear Our Voice campaign. (12 Oct 2022)
- Members gather at Senator @DavidPocock's office urging him to back the Secure Jobs, Better Pay Bill. The new laws will provide teachers and support staff in independent schools with the same industrial rights other workers take for granted. It's time! (24 Nov 2022)
- We won! The IEU has successfully obtained leave to intervene in the NSW Govt's award arbitration for govt school teachers tomorrow at the NSW Industrial Relations Commission. Here's @MarkNorthamIEU with an update. (11 Oct 2022)
- Media release: Historic moment: The IEU and @TeachersFed will unite on the steps of the NSW Industrial Relations Commission on Wednesday 12 October for a joint press conference. (11 Oct 2022)
- The IEU & @TeachersFed are still standing shoulder-to-shoulder! If re-elected, the current NSW Govt intends to continue its artificial wage cap. This policy not only affects teachers in govt schools but also IEU members in Catholic systemic schools! NSW teachers deserve better! (19 Feb. 2023)

Instagram

Our following on this photo-sharing platform increased from 1076 to 1212 over the period between September 2022 – October 2023. 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.

Our top 5 organic posts on Instagram between September 2022 – October 2023 were:

- This is what 60,000 years looks like in just 60 seconds! David Whitcombe uses a rope to explain. (4 Oct 2023)
- "They stand on the wrong side of history at this very moment. We stand in solidarity, in unprecedented unity." Fran Drescher. Take a moment to watch Fran Drescher, SAG-AFTRA president, as she delivers an emotional speech announcing the beginning of her union's strike. We stand in solidarity with members of SAG-AFTRA and the Writers Guild of America in their struggle for fair compensation and a sustainable future. (14 Jul 2023)
- Teacher shortages are real. There are 366 teacher vacancies in Catholic systemic schools across NSW. There are 99 positions vacant in the Archdiocese of Sydney alone. @sydcatholicsschools, let's fix this up. Teachers deserve better. (23 Aug 2023)
- With the 2023 Women's World Cup set to begin tomorrow, France's team has released an incredible ad challenging the perception of women's football. If you haven't seen it yet be sure to check it out! Search for 'La compil' des Bleues' on YouTube. (19 Jul 2023)
- Teaching in 2022 was a CAT-astrophe. But in 2023, the teaching profession is CLAW-ing its way back! (thanks to the salary outcome announced today) IEU member at joint rally with NSWTF, 30 June 2022 (5 Sep 2023)

LinkedIn

Our following on the professional networking site continues to grow. Our audience tends to be teachers, peak bodies and professional associations. Our top 5 posts on LinkedIn between September 2022 – October 2023 were:

- Vale Father Bob Maguire. After a lifetime dedicated to the poor and marginalised, Father Bob has passed away at 88. Australia - and the union movement - has lost an irrepressible campaigner for social justice and community. (19 Apr 2023)
- Newly appointed NGS CEO Natalie Previtera talks to Newsmonth about all things superannuation-related. Have a read to find out the key features of NGS that set it apart from other funds and how NGS has a goal of reaching a carbon-neutral portfolio by 2030. (31 Aug 2023)
- An important message for IEU members from NGS Super: NGS Super is not involved in selling cryptocurrency or crypto related products including but not limited to blockchain, and we would never approach you to discuss or sell this type of product... (18 Sep 2023)
- What does 60,000 years look like? IEU NSW/ACT's David Whitcombe uses a 60-metre rope and a 23-centimetre piece of string to show you why you should vote YES on October 14. (29 Sep 2023)
- For some people, the gender pay gap is hard to understand or does not seem relevant to their everyday lives. But for women in Australia, the gender pay gap matters. The dollars and cents represent the value placed on their skills, labour and time. It represents missing money that could be spent to meet everyday costs of living. An average of \$13,000 a year is missing for women in Australia. In 2023, women need to work an additional 56 days to earn the same average salary as men. This year, #EqualPayDay is 25 August 2023. (21 Jul 2023)

Website

There has been a significant focus on the new website in 2023. Estimates previously suggested the website would go live in early 2023, but it became apparent that this was not viable due to some backend issues regarding payment systems and linking the membership database, plus a lack of staffing to focus on the substantial work required for the front end build. These issues are being resolved and the website will be ready to go live at the end of 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 VIC/TAS 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 2022

The digital edition achieved an open rate of 46%. Top five features:

1. Employers provide no details during Catholic systemic negotiations
2. Standing strong to scrap the pay cap
3. No locked-in low pay rises
4. NSW Labor leader Chris Minns addresses IEU's AGM

Newsmonth#8 December 2022

The digital edition achieved an open rate of 53%. Top five features:

1. Catholic systemic schools: check your pay rates
2. Making a stand for support staff
3. Feature article
4. Members stand up and stop work
5. Employers table a shoddy deal.

Newsmonth#1 February 2023

The digital edition achieved an open rate of 48%. Top five features:

1. Catholic offer falls short yet again
2. Accreditation: Professional engagement with peak bodies
3. Hear our voice at the ballot box
4. IEU speaks up for members
5. Early career teachers: you're invited.

Newsmonth#2 March 2023

The digital edition achieved an open rate of 48%. Top five features:

1. Catholic systemic schools: productive discussions
2. Experienced Teacher ISTAA accreditation
3. Accreditation update
4. ECEC update
5. School principals in need of support and resources.

Newsmonth#3 May 2023

The digital edition achieved an open rate of 49%. Top five features:

1. Support staff pay rises on the way in Catholic systemic schools
2. Catholic systemic schools: Progress at last
3. Extra pay in AIS schools
4. Time for Labor to deliver on its promises
5. Responses to violent incidents must be improved.

Newsmonth#4 June 2023

The digital edition achieved an open rate of 46%. Top five features:

1. Support staff pay rise
2. The facts about NESA compliance – are you still doing too much? (poster)
3. Pay negotiations in independent schools
4. Celebrating world support staff day
5. Catholic systemic schools – your pay rates.

Newsmonth#5 July 2023

The digital edition achieved an open rate of 48%. Top five features:

1. State of play on wages in Catholic systemic schools
2. Support staff: We got a pay rise
3. The facts about NESA compliance - are you still doing too much? (poster)
4. Catholic systemic schools – your pay rates
5. Catholic independent schools bargaining.

Newsmonth#6 August 2023

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

1. Independent schools and the public sector teacher pay dispute
2. Finding a way forward
3. The facts about NESA compliance - are you still doing too much? (poster)
4. Features
5. Voice simply about fairness.

Newsmonth#7 November 2023

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 VIC/TAS 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 October 2022

The digital edition achieved an open rate of 48%. Top three features:

1. Trial by media
2. InFocus: Professor Claire Wright
3. A day in the life: school counsellors.

IE#1 March 2023

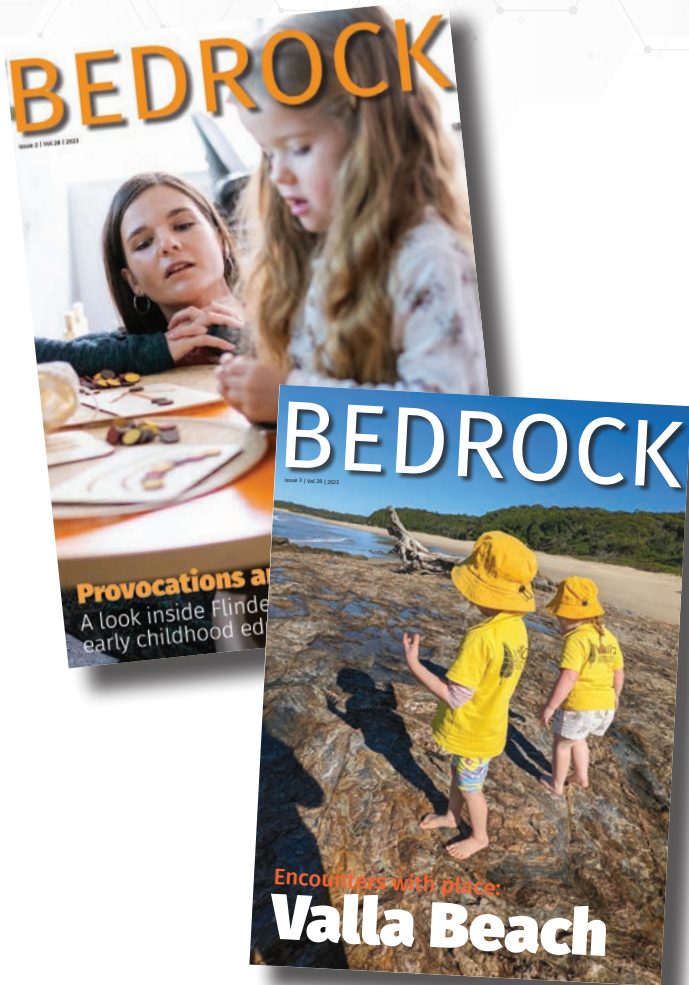
The digital edition achieved an open rate of 55%. Top three features:

1. Welcome to the school leadership team
2. Every teacher needs a mentor
3. A day in the life.

IE#2 June 2023

The digital edition achieved an open rate of 55%. Top three features:

1. Urgent action needed to address principal's workload
2. IEUA - review of University teaching courses
3. Fostering a positive mindset.



eNewsletters

We produce regular update for 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 shifted and adapted seamlessly as new challenges have arisen in 2023. I'd like to thank them for their dedication to the members of the IEU and their colleagues: journalists Sue Osborne and Lucy Meyer, graphic designer Chris Ruddle, and digital journalist and social media campaigner Katie Camarena.

Brigitte Garozzo
Media and Communications Coordinator

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 November 2022

The digital edition achieved an open rate of 50%. Top three features:

1. New government 'a breath of fresh air' for sector
2. The system is broken
3. Supporting exemplar educators: what it takes
4. Rediscover your 'why'.

Bedrock#1 2023

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

1. Minister put on notice
2. The accidental early childhood teacher
3. Michelle Thompson - new advocate.

Bedrock#2 June 2023

The digital edition achieved an open rate of 86%. Top three features:

1. Dangerous trend towards directed play
2. The minister will not be happy
3. Optimising the first 10,000 hours.



Women and Equity

The Women and Equity Committee is comprised of members working directly for the IEUA NSW/ACT Branch and members in centres, schools, and tertiary institutions. The purpose of the committee is to provide a platform for members who wish to be engaged with equity, diversity, and inclusion as it applies to their workplace and at national and global levels.

2023 was a break from the usual in-person forums and online activities to give time and input towards the NSW state election campaign, the Catholic systemic schools 'Hear Our Voice' campaign and the Voice campaign. Throughout the year, the committee has supported the IEUA state committees, Unions NSW Women's Committee and the ACTU Women's Committee seeking improvements and changes to legislation impacting women.

Engagement with the NSW Government

The NSW election saw unions, including the IEUA NSW/ACT Branch, campaign successfully for the first Labor government in NSW in 12 years. The new ministry comprises of an equal number of women securing positions.

The election of Deputy Premier Prue Car brought assurances to the education sector and strengthened the committee's focus on women working in education. Notably, the Deputy Premier's addressed the IEU NSW/ACT Council meeting in June, where she said she looked forward to "continuing to engage meaningfully with your union and your members in the development of the government's agenda and the implementation of policy. We will work together to achieve these outcomes. I'm so grateful for what you have done thus far. I can't wait to work with you into the future."

Legislation

10 union wins

1. 10 days' paid family and domestic violence leave are now enshrined in the National Employment Standards for all workers, which means no worker will have to face the choice between their income and their safety. It is aside from personal leave and is not accumulative.
2. Expansion of paid parental leave from 20 weeks to 26 weeks by 2026, a step towards closing the gender pay gap and supporting women's workforce participation.
3. Stronger equal pay laws and gender equality as an object of our workplace laws to better value women's work
4. Access to multi-employer bargaining, allowing women in female-dominated industries such as aged care and early childhood education and care to negotiate together to win fair terms and conditions.
5. 15% interim pay rise for aged-care workers.
6. Stronger rights to request flexible work and challenge its refusal.
7. Pay secrecy clauses we outlawed, another step towards closing the gender pay gap.

8. A new positive duty for employers to prevent sexual harassment in the workplace.
9. New protections from discrimination in our workplace laws.
10. A minimum wage increase of 5.2% in 2022, lifting the pay of low-paid and award-reliant workers, the majority of whom are women.

Union members won significant changes towards improving the lives of women at work. Along with affiliated unions, and the IEU Women and Equity Committee remain committed to closing the gender pay gap and achieving full gender equality in educational workplaces.

Workplace Gender Equality Agency

The IEUA NSW/ACT Branch acknowledges elected officials for their commitment to undertaking an internal gender pay gap audit to clarify the current staff pay situation and to identify any possible targets and strategies for the future. Change will not occur without agreed structural reform.

The IEUA NSW/ACT Branch, together with other unions, has long expressed concerns about Australia's persistent gender pay gap and has supported initiatives to achieve pay equity for members, including for early childhood teachers and for support staff.

Gender pay inequity is an industrial issue and a social justice issue. It impacts adversely on personal earnings, retirement income and on the economy. Within this context, the union welcomed the Federal Government's legislation to require the gender pay gap of employers with 100 or more workers to be published on the Workplace Gender Equality Agency website.

The undertaking and implementation of a WGEA report for both non-government education employers and internally was raised, discussed, and supported by the IEUA Women's Committee meeting in 2022.

The Workplace Gender Equality Agency (WGEA) is an Australian government agency that promotes and enforces gender equality in the workplace. Its primary focus is on ensuring equal pay, opportunity, and treatment for all employees, regardless of their gender.

The reforms apply to organisations already required to report annually to WGEA. Under the Act, this includes private sector employers and, from 2023, Commonwealth public sector organisations with 100 or more employees.

With more than 77% of members in schools being female, the committee endorses the benefit from the initiatives and efforts promoted by the WGEA in seeking opportunities for equal pay, career progression, flexible work arrangements, inclusive and respectful workplace cultures, parental leave and family support, talent attraction and retention, plus role modelling for students.

In summary, the agency's efforts are important to employees in schools because they promote fairness, opportunity, and inclusivity in the workplace. These initiatives contribute to a



more supportive and equitable work environment, benefiting both the employees and the broader school community.

Networks

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

There has also been participation in ACTU Women's Committee meetings and in a variety of Unions NSW and ACT 56 | www.ieu.asn.au

activities, including various forums and Unions NSW Women's Committee initiatives. During 2023, IEU members have joined in political and industrial campaigns as highlighted to support national and international action for women's rights.

The future

The Women and Equity Committee thanks the IEU Executive, Council, officers and staff for their co-operation and support during the challenges of the past year. Collectively, we can respond to the needs of members and develop effective strategies to achieve more just inclusive, and equitable outcomes for women working in non-government education. Following the election of the Labor government and positive changes to legislation, there remains continued optimism for the equity agenda.

Valerie Jones, Lyn Caton Women and Equity Co-convenors

Aboriginal and Torres Strait Islander Advisory Committee



The IEU Aboriginal and Torres Strait Islander Advisory Committee advises the Executive and officers of the union on issues affecting members and assists in developing policies and practices that work towards reconciliation and Closing the Gap.

The committee members are: Kylie Booth-Martinez, Aunty Mary Atkinson, Karen Andriske, Vincent Cooper, Craig Duncan, Jackie Groom, Lyn Caton and Michelle Thompson.

The committee meets face-to-face four times a year prior to IEU Council, with other virtual meetings as necessary.

This year, the focus has been advising on an IEU Reconciliation Action Plan (RAP) aimed at formalising the union's reconciliation journey.

The union planning days for 2023 included a cultural awareness session and 22 organisers have taken the opportunity to complete a 10-hour cultural competency course online.

For our organisation, the RAP provides a mechanism to create equal and equitable educational opportunities and outcomes for our Aboriginal and Torres Strait Islander stakeholders and an inclusive, diverse workplace that is culturally safe, rich and proud.

The committee believes that reconciliation should embrace unity between Aboriginal and Torres Strait Islander peoples and other Australians and create a national culture that represents equality and equity and to achieve this. The committee advocated that the IEU should actively support the Uluru Statement from the Heart and the 'Yes' campaign for a Voice to Parliament. Consultation, equity and equality are true union values.

Jackie Groom Organiser



Environment

In 2023, the work program of the IEUA NSW/ACT Branch Environment Committee has been progressed by Convenor Richard Ryan and assisted by committee members Lyn Caton, Liam Griffiths, Katie Camarena, Lee Cunningham, Anthony Telford, David Whitcombe, Jackie Groom, Josef Dabbs and Berna Simpson. The committee also welcomes Alex Wharton and Will Pollock, who joined in June 2023. The committee expresses its thanks to the IEUA NSW/ACT Branch Executive for the ongoing support of its program and initiatives.

Environment grants 2022 update

The committee is pleased to welcome back Teachers Mutual Bank who co-sponsored the Environment Education Grants Program with a total of \$18,000 available for successful applicants. From more than 40 applicants, nine successful projects were chosen. All received their grant in late 2022. 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 3/ Volume 28 and St Columba Anglican School was featured in *Newsmoth* issue 6/ Volume 43.

Hamilton Child Care Centre, Hamilton – Seed to Table Kitchen Garden (ECS): This project aims to upgrade the centre's existing garden space, transforming the garden environment into a more usable teaching area through the introduction of outdoor workspaces, reducing water use, and improving supply of fresh food for their onsite kitchen.

Thurgoona Preschool, Thurgoona – Aboriginal Connections/ Bush Tucker Education (ECS): This project creates a space for Aboriginal connections that can occur within the natural environment at Thurgoona Preschool. It educates children, families and educators on the benefits and values of the bush tucker garden and how it can be used to connect to the land within the preschool.

The Nature Primary School, Port Macquarie – Girrga's Garden: Girrga is Gathang for native bee. Staff and students aim to create a space where native plant species, endemic to Port Macquarie, can provide a habitat and food source. The biodiverse garden also benefits the school and community as it provides an opportunity to learn about conservation through observation, hands on activities and to apply mathematical and scientific skills.

St Peter's Primary School, Port Macquarie – Frog Bog: The world is losing frogs at a rapid rate. This project encourages frogs back to the school environment by creating a welcoming habitat which will include a water source, plants, and places to hide.

Sacred Heart Primary, Tocumwal – Birds in School: Students learn about local birds, their habitats, and diets. They conduct local bird surveys and develop a student-led action plan to become a more sustainable and bird-friendly school.



St Columba Anglican School, Port Macquarie – Koala Food Tree Corridor: Five Sustainability Team environmental warriors in Year 6 proposed increasing the koala habitat in the school grounds by planting trees.

Carinya Christian School, Gunnedah - Cultural Learning Space for Endangered Species: This project encourages endangered birds and the Pale Imperial Hairstreak butterfly to the school's Cultural Learning Space through plant and pond choices.

Penola Catholic College, Emu Plains – Riverbank Re-vegetation/EV charging station: The aim is to re-vegetate the banks of the Nepean River after the recent devastating floods that closed the college for several days and damaged fragile ecosystems. Another project is the installation of an electric vehicle charger at the college for teacher/parents/visitors/ students with electric vehicles.

The Living School, Lismore – Grow Domes: This project fosters authentic connection, respect and custodianship for biodiversity while regenerating subtropical rainforest plant species, which are being grown to develop a sub-tropical rainforest garden in the heart of the school.



2023 Environment Grant winners

The committee met in early October to discuss current applications for 2023/2024. Successful applicants have recently been announced on IEU website and social media platforms.

Environment sustainability events

The union is committed to holding planned environment events in both ACT and NSW next year.

Events planned for 2023 were unable to go ahead due to the dioceses not supporting these events and not agreeing to release teachers due to the teacher/casual teacher shortages.

Organisers of future event should be mindful that ongoing staff shortages will possibly have an effect on teachers being replaced if they are to attend these events.

Other news

Liam Griffiths and Lyn Caton continue as members of the ACTU Climate Action Group. Other members of our committee also participate in this forum.

Support for School Strike 4 Climate

In February 2023, the IEU attended a meeting with unions, climate groups and School Strike for Climate students to coordinate the union contingent to the Climate Strike on 3 March 2023. Unions NSW Assistant Secretary Vanessa Seagrove addressed the meeting and said "As unions, we absolutely know about the devastating effects of climate change. Our country is affected by climate change, and it contributes to climate change. It is important for all unions to be involved in climate justice." The IEU joined with the MUA, NTEU, NSWNMA, and ITF in endorsing and supporting the student strike.

On Friday 3 March, 2000 students, unionists, teachers, parents, and grandparents took to the streets of Sydney as a part of the global Climate Strike. The trade union contingent

met outside Unions NSW and marched as a united front to Town Hall. With IEU flags waving, we enthusiastically joined in as students led chants.

On 5 June 2023, the IEU again joined unions, students, First Nations people, civil liberties groups, faith-based organisations, farmers, and many others, at the Climate Strike in Sydney to mark World Environment Day. Rally organisers and attendees called for a just transition and no new fossil fuel projects. Uncle Raymond Weatherall spoke about the Gomeri people's fight against the Santos Pilliga (Narrabri) gas project and the hostile court action by Santos to override Gomeri Native Title rights. The IEU was again one of a number of unions to endorse the strike. Read more about IEU's support of the Gomeri people in the Social Justice report (Annexure 15).

On 17 November, school students from across the country will again strike for climate and demand that the Government #ShiftThePower away from Fossil Fuels by ending all approvals and subsidies.

May Day rally – Port Kembla

In May 2023, thousands of feet hit the street in Port Kembla to say NO to a nuclear submarine base and YES to Jobs and Justice. Local families were joined by a strong union contingent made up of teachers, nurses, academics, wharfies, firefighters, construction workers, electricians, and social workers. IEU members Gavin and Kevin joined IEU organisers and IEUA NSW/ACT Branch Secretary, Mark Northam on the march for peace, jobs and justice.

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

Richard Ryan Environment Committee Convenor

Child protection

Cases

For the period September 2022 to September 2023, there were 58 child protection cases finalised by the IEU.

Members are reminded to make immediate contact with their IEU organiser on 8202 8900 or the toll-free number 1800 467 943 (for regional members) to seek confidential advice, support and representation when notified of an investigation into their alleged conduct.

Any contact with your IEU organiser does not breach any directions from your employer to maintain confidentiality about your matter.

NSW Reportable Conduct Scheme

The NSW Reportable Conduct Scheme is governed by the *Children's Guardian Act 2019 (Act)* and is administered by the NSW Office of the Children's Guardian (OCG). Stephen Kinmond started his five-year term as the NSW Children's Guardian in January.

As reported in 2022, the OCG commenced a review of the Act which, included a focus on the effectiveness of the NSW Reportable Conduct Scheme. The IEU provided a written

submission to the issues raised in the discussion paper and attended a targeted discussion to examine the issues raised in the submission and general matters relating to an improvement of the current regulatory framework.

At the time of writing, the IEU understands that the OCG has submitted all required information relating to the review to the two houses of NSW Parliament for comment.

In July, Kinmond hosted key employer agencies and religious faith representatives in a roundtable discussion of some of the key challenges they faced when responding to claims of historical child sex abuse.

It was acknowledged in the roundtable that any person who is the subject of a claim of historical child sex abuse should be treated fairly. The IEU has been notified by Kinmond that it will be invited to the next roundtable meeting which is expected to be held late November or early December 2023, to further explore how responses to claims of historical child sex abuse can be improved.

Russell Schokman Policy Advisor



Social justice

Social justice activity is an invaluable part of the IEUA NSW/ACT Branch's work. Member feedback consistently shows that the commitment the union makes to social justice is valued by members. Much of the social justice work undertaken by the union supplements, and is informed by, work being done by the IEU's Environment, Women and Equity and the Aboriginal and Torres Strait Islander Advisory Committees.

The IEU has a long history of supporting social justice campaigns. Throughout the 1980s, the Independent Teachers Association (ITA), as the IEU was then known, through its affiliation with the NSW Labor Council (now Unions NSW) supported the African National Congress in their struggle against South Africa's apartheid regime.

In 1983, the ITA Executive endorsed the 'Australians for Nuclear Disarmament' rally. As the then General Secretary stated in *Newsmonth*: "This is a fundamental issue which no doubt concerns teachers, not just as citizens but as teachers whose daily lives centre on the education and preparation of those youth who will soon inherit the world that we shape for them".

ITA members marched behind a Teachers for Peace banner alongside their counterparts from the Teachers Federation. This marked the beginning of the union's long-standing association with the Palm Sunday peace marches. For many years, the IEU has been represented on the Palm Sunday Rally Planning Committee along with other unions, church representatives and other allies.

Prominent social justice involvements this year have also included planning and participation in May Day rallies and events in Newcastle, Port Kembla and Sydney; the promotion of justice and an end to discrimination against those in the LGBTQI+ community; commemoration at International Worker's Memorial Day ceremonies; and engagement in environmentalism and First Nations members' rights, particularly in respect of our support for the Gomeroi people in protecting the Pilliga, as well as support for the 'yes' referendum campaign.

Union Pride

In February, the IEU was represented on the 'Union Pride' float in the Sydney Gay and Lesbian Mardi Gras. The float entry celebrated the 1973 'Pink Bans' imposed by the Builders Labourers Federation (BLF) in support of Macquarie University student Jeremy Fisher after he was expelled from a residential college because of his sexuality. The BLF halted all construction at the university until Fisher was reinstated.

Palm Sunday rally and refugees

The Palm Sunday rally and march took place this year on Sunday 2 May. The weather was against us, resulting in a smaller crowd than usual. Despite the downpours, participants marched and called for peace and permanent visas for all refugees. Speaking at this year's rally was the Catholic Bishop

of Parramatta Vincent Long, himself a Vietnamese refugee. The IEU took responsibility once again for marshalling and collecting donations to cover the rally's costs.

The IEU was also invited to speak at a rally by the Refugee Action Coalition on 23 July at Sydney Town Hall, to support the granting of permanent visas for the 10,000 refugees in Australia without prospects of work or education and in fear of deportation.

Stand with Gomeroi campaign

The IEU stands with the Gomeroi people against Santos which plans to drill 850 coal seam gas wells in the Pilliga. On 10 August, an IEU delegation joined a Unions NSW rally outside the Federal Law Court in solidarity with the Gomeroi who are appealing a decision by the Native Title Tribunal to allow the gas wells to proceed.

Two days later, a delegation of unionists, including nine IEU members, rallied in Coonabarabran with the Gomeroi before commencing a road trip through the Pilliga to Narrabri where a march through town ended outside the Santos office. On 14 September, the IEU joined many other unions including the NSW Nurses and Midwives' Association, the MUA, the NSW Teachers Federation and the NTEU to march with Gomeroi, Lock the Gate, NSW Farmers' Federation, and the Country Women's Association to NSW Parliament House to call for an end to coal seam projects in the Pilliga and the Liverpool Plains.

The IEU was also represented at a meeting with NSW Environment Minister Penny Sharpe MLC, organised by Unions NSW. Union delegates discussed the environmental issues, fire concerns, and health concerns associated with the Santos' proposal. Matty Shields, a Gomeroi man representing the NSW Nurses and Midwives' Association, put forward a powerful First Nations perspective of what the destruction of the Pilliga would mean for his people. The IEU spoke about the devastating impacts of climate change on school communities using the intense flooding in Lismore in February 2022 as an example where at least 13 schools were severely impacted by the floods. The IEU will continue to support the Gomeroi in opposing this cultural and environmental vandalism.

Edmund Rice Centre

The IEUA NSW/ACT Branch supports the work of the Edmund Rice Centre and has promoted Resource Kits for teachers on topics such as National Reconciliation Week and the Voice to Parliament. We acknowledge the dedication of Phil Glendenning AM who stepped down as Director after nearly 27 years in the role and welcome new Director, Mr Aloi Latukefu.

Union Aid Abroad APHEDA

In solidarity with unions across Australia, the IEU has a long association and strong commitment to Union Aid Abroad - APHEDA, the global justice organisation of the Australian union movement.



Around the Globe

Around the Globe is a regular column in *Newsmonth* reporting on global justice issues and workers' rights. In 2023, we reported on teacher strikes in England, Wales and Lebanon and highlighted the safety issues facing garment workers in Bangladesh. We stood with other Australian unions demanding the release of Cambodian union leader Chhim Sithar, and during the 2023 FIFA Women's World Cup, we profiled the plight of the Afghanistan Women's soccer team who live, train, and play whilst in exile in Melbourne.

I would like to acknowledge the support of Secretary Mark Northam and Deputy Secretary Carol Matthews, together with elected Executive and Council delegates who have provided 64 | www.ieu.asn.au

unwavering support to the IEU's social justice initiatives. The work of our publications team in promoting these initiatives is always greatly appreciated. I acknowledge my colleagues Pat Devery and David Whitcombe and Katie Camarena for their contributions to this report along with their commitment to the social justice projects of the IEU. I extend that acknowledgement to my other colleagues who do so much of the work in this space in their own time on top of their already full workloads. The same should be said about the members who put their hands in their pockets and turn up time after time to waive the flag to support the marginalised and vulnerable.

David Towson Assistant Secretary

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, and
- promote new uses of information technology to meet future requirements.

Overview of IT infrastructure

Hardware

As part of our security undertaking, all computers and devices have been standardised across the union to ensure that they are able to support the latest service packs.

If a staff member requires remote access, the union has purchased a small number of spare laptops, to prevent the use of unauthorised devices on the union's network.

Software

OS 13.x is currently being rolled out to all computers, and IOS 17.0.x is currently being rolled out to mobile devices.

Network infrastructure

Firewalls

Sophos XGS 2100 firewalls have been installed in both Ultimo and Parramatta; not only in this solution more cost effective, it allows for both increased bandwidth, and end point protection.

Appliances

Due to hardware limitations, the mx84 and mx85 appliances have been decommissioned in both Ultimo and Parramatta.

Fibre

Upgraded the fibre link in Ultimo from 400mb to 100gb and from 200mb to 100gb in Parramatta.

Telephony

- rolled out MS120-24P and MS120-48LP devices in both Ultimo and Parramatta to facilitate the SIP migration
- commenced migrating TIPT desk phones from the MPLS to SIP network, and
- WebEx client and soft phone is currently being rolled out to both desktop and mobile users.

IT security and compliance

- a security audit was completed for this year to ensure the union's compliance with the essential eight
- desktop and cloud-based security software has been rolled out across the entire union as an additional layer of protection
- multi and two-factor authentication has been implemented across all essential applications within the union, and
- various cybersecurity policies have been drafted to assist staff in the event of potential security breaches.

Future plans and recommendations

- MPLS network is scheduled to be decommissioned early next year
- NBN upgrade scheduled for our Canberra, Newcastle and Lismore offices, and
- IT infrastructure to be re-installed in Lismore.



NGS Super

This year marks 35 years since the inception of Non-Government Schools Superannuation Fund (NGS). The IEU is an original shareholder of the fund and is proud to support the fund and its capacity to provide for dignified retirements.

NGS Diversified (MySuper) ended the financial year at 6.84%, and those exclusively in Australian shares enjoyed 9.41%. Of course, the selection of particular choices remains with the individual and their appetite for risk.

The fund has maintained its commitment to becoming carbon neutral by 2030. This decarbonisation theme has been well received by members. It has entailed the fund divesting of particular share portfolios. These companies include Woodside and Santos. This is a strategic long-term decision. The thinking underpinning this move is that companies who generate more than 30% of their revenue from the distribution, power generation, or extraction of thermal coal, or those involved in oil and gas production and exploration will become stranded assets.

NGS is a niche fund of some \$14b. The fund serves a particular grouping of members in the education sector. As a niche fund, it is incumbent for NGS to provide solid returns, engage with members as to how to achieve a comfortable retirement and provide advice and support as to how to manage retirement.

The union has hosted NGS Retirement Seminars on several occasions since October 2022. The seminars are popular and provide a planned pathway to retirement.

Any commentary on superannuation must include the proviso that superannuation is a long-term investment and trends from five and 10 year points provide the most

useful indicators. This long-term view also reflects the decarbonisation pathway adopted by NGS.

The level of active supervision by APRA (Australian Prudential Regulatory Authority) has meant close monitoring of all super funds. NGS has passed the performance test of its products successfully. APRA has however signalled an interest in the size and composition of the NGS Board.

It is appropriate to note the significant contribution of John Quessy (former IEU Secretary) to NGS and John's considered input over an extended period of time. John served as a Board member for nine years from 2003, as Alternate Director for eight years from 2012 and again, as a Director from 2020 until 2023.

Christine Wilkinson (former IEU President) continues to provide sterling service to the NGS Board as a long serving Director.

The appointment of a new CEO at NGS, Natalie Previtara, has been a significant step. Natalie has engaged with the IEUA and was kind enough to meet with the IEUA Federal Executive and outline the response by NGS to a cybersecurity breach in March 2023. The breach impacted a relatively small number of members, but the remediation required was considerable. The work continues to ensure members' records are not accessed illegally.

The IEUA NSW/ACT Branch Executive endorsed me to join the NGS Board in February 2023. It is a privilege to represent union members and bring union values to the Board.

Mark Northam IEU/NGS Director



ACT



The official opening of the Canberra office took place on 3 March 2023. Executive members, official guests, ACT school Reps and others enjoyed the festivities which included an amazing Welcome to Country, ribbon cutting, local wine, delicious food and enthusiastic chat about the office layout and refurbishment.

The ACT office services four geographical areas known as the Central West, Monaro, Riverina, and South East Sub Branches, and is staffed by Organisers Jackie Groom, Berna Simpson, Anthony Telford and Officer Administrator Susanne Radnidge. The office provides a high level of service to members resolving reportable conduct matters, disputes, flexible work requests, performance issues, classification and pay issues.

Organisers represent members on a broad range of organisations:

- ACT/NSW IEU Education Issues Committee
- ACT/NSW IEU Environment Committee
- IEU Aboriginal and Torres Strait Islander Advisory Committee
- ACT/NSW IEU Women's Committee
- Bathurst Equity, Diversity, and Inclusion Committee
- Unions ACT Executive and Council
- IEU/CECG Consultative Committee
- ACT Teacher Quality Institute Board

- TQI Teacher Professional Registration Committee
- TQI Standards and Professional Practices Committee
- TQI Professional Learning and Development Committee, and
- TQI Initial Teacher Education Committee.

ACT Reps Angela McDonald and Eugene Lehmensich received coveted awards in the Unions ACT May Day awards for their work in promoting education and unionism (first time wins for the IEU).

Many of our members play active roles in the union and we acknowledge the work of school Reps and our delegates to Council. Sub branch delegates to Council include:

Central West: Louise Hughes, Karen Andriske, Cassie Bennett, Geoff Hayward, Peter Nunn, Kylie Martinez (Vice President Support Staff) and Nicole Downey (General Executive)

Monaro: Dianne Lefebvre, Andrew Dane, Eugene Lehmensich, Anne Leet, Daniel Burns, and Angela McDonald (ACT Vice President)

South East: Beth Worthy, Wayne Foster, Margaret Findlay, Simon Fraser, and Leonne Challen, and

Riverina: Kel Woodhouse, Mercedes Goss, Narelle Ryall, Esther Dumbleton, Vanessa Geddes, Sharon Jennings, and Simon Goss (General Executive).



Throughout 2023, the struggle to secure improved salaries and conditions across all sectors continued. While struggling with teacher shortages, increased workloads and employers who refused to 'Hear their Voice', our members continued to support IEU campaigns. Teacher shortages meant split classes, additional extras, missed RFF and limited support for early career teachers. These factors all impact adversely on staff retention rates. Members have been encouraged to use the NESAs fact sheets to evaluate their schools programming and record keeping to reduce duplication.

Catholic systemic teachers and support staff enthusiastically welcomed the increases in pay and the adjustments to the classification structures; however, more needs to be done to ensure greater support. Work Practices Agreement negotiations continue slowly in the Canberra and Goulburn, Bathurst, and Wagga Wagga dioceses. Competition to attract staff to rural areas will continue to be fierce and we call on employers to provide transparent incentives to ensure recruitment, retention, and a healthy work/life balance. Recent chapter meetings and conversations with principals in AIS, Christian and other independent schools have highlighted concerns that teacher salaries have fallen behind that of the NSW and ACT government and Catholic systemic sectors.

Members in the Central West Sub Branch have experienced a difficult year both personally and professionally. The end of

2022 saw the Central West hit by devastating floods which demolished the township of Eugowra. Several teachers lost their homes, a life was lost, and the school was relocated to a one room library in the local government school. Other schools in the area suffered various degrees of damage.

Highlights in the Riverina include the long-awaited completion of the enterprise agreement for Trinity Anglican College Thurgoona. Members will now enjoy the benefits of wage increases in line with NSW government teachers and support staff. We are also pleased that members at Aspect Riverina will benefit from a one-off payment following representation from IEU to their employer. The IEU has also begun negotiations for a new enterprise agreement for Wagga Wagga Christian College as part of the AIS Christian Schools Agreement.

Organisers continue to work with ACT and regional preschools and long day care centres to develop enterprise agreements. Centres involved in negotiations acknowledge the coverage of the union.

Berna Simpson, Jackie Groom, Anthony Telford Organisers

Newcastle

The Newcastle office supports members and chapters in the Central Coast, Hunter Valley and parts of the Ku-ring-gai Sub Branches, serving more than 3700 members. The office is staffed by Organisers Therese Fitzgibbon, Jim Hall, Carlo Rendina and Office Administrator Veronica Lang.

In February, Central Coast and Hunter Valley Sub Branches held AGMs to elect their 2023 executive teams.

The Hunter Valley President is Amanda Wood, Deputy President is Sarah Gardner and Secretary is Kim Keating. The Central Coast President is John Heffernan, Deputy President is David Terry and Secretary is Colleen Heffernan.

Hunter Valley Sub Branch Committee members are Kelly Carmody, Julie Cooper, Matt Bower, Dot Seamer, Jarrod McGrath and Steve Newman.

The work of the Executive is essential to the Newcastle office, providing a high level of service to its members. The union congratulates these Executive and committee members, thanking them for the time and effort they give in serving IEU members.

Throughout 2023, the Newcastle office continued to provide support to individual members in the areas of disputes, flexible work requests, reportable conduct matters, pay and performance issues to name but a few. Providing service to IEU members is a significant and important characteristic of the union and this office. Organisers have aided chapters resolve many school-based issues and facilitated campaigns for members in Catholic, independent and Christian schools.

Catholic systemic negotiations

Although this year's Interim Settlement Agreement did bring the pay of support staff in line with the government schools, it did not resolve teacher pay rates, shortages or workloads issues. Many chapters provided photos for social media as well as emailing NSW Government MPs. This engagement was instrumental in progressing these issues. The reclassification and back pay for Catholic Schools Office (CSO) Diocese of Maitland-Newcastle support staff is still ongoing. Checking the inconsistencies in members' payslips is currently a significant part of Newcastle organiser workloads.

Maitland-Newcastle Annexure and Work Practices Agreements (WPA) negotiations are continuing. Although the WPAs seem resolved, we are yet to receive the final draft. Release for early career teachers, long service leave at half-pay and coordinator point allocations, both primary and secondary, remain unresolved issues in the Maitland-Newcastle Annexure.

Maitland-Newcastle Diocese restructure

The diocesan restructure is significantly impacting on the operation of schools and the workload of members. The CSO is one of many diocesan agencies. Diocesan CEO Sean Scanlon is now the Director and Steve Lemos the Head of Schools. The position of assistant director which traditionally directly supported and assisted with the operation of schools

has been abolished, increasing the workload and isolation of all school staff. Secondary school ICT officers will remain working from their school but will now be employed by the diocesan IT agency who will bill the CSO for services provided to schools. These members have asked the union to support them staying on the systemic enterprise agreement. Cleaning and maintenance staff are concerned that the diocese will replace them with contractual workers but are yet to be notified of any restructure plans. The IEU has recently commenced bargaining for employees working in the CSO.

The CSO is continuing to move all its schools to a Year 7-12 structure, which has raised workload, PD and WHS issues in the transitioning schools. St Francis Xavier's College Hamilton, a senior college for 40 years and with limited playgrounds, will receive its first Year 7 intake in 2024. Initially scheduled for a maximum of 90 students, the school has recently been advised the 2024 Year 7 intake will be 150 students. The staff are wondering where the children will play.

The diocese operates 12 St Nicholas Early Education Centres, five built adjacent to CSO schools. Teachers in these centres have university qualifications, are NESA accredited, deliver learning, evaluate and report on student progress. Like all teachers in CSO schools, they are employed by the Trustees of the Maitland-Newcastle Diocese of the Roman Catholic Church, but they are paid 25% less, only get four weeks annual leave, 10 days personal leave and 0.866 weeks long service leave. The union is running a campaign to have all diocesan early learning centre teachers on an agreement with pay and conditions comparable to teachers in Catholic schools.

Hunter Workers

The 2023 Newcastle Trades Hall Council delegates were Carlo Rendina (President), Therese Fitzgibbon, Jim Hall, Katrina Easton, Joel Hartcher, Vinnie Cooper and Mark Wilson (Executive). IEU delegates have helped organise and participate in this year's May Day dinner and march which saw over 2000 union members parade down Wharf Road. Members have also supported Hunter Workers Women's Committee events such as the Newcastle International Women's Day march through Hamilton and the 'From the Heart Committee' supporting a Yes' vote.

We are stronger together, thank you to all the delegates.

Carlo Rendino Organiser



Lismore

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

Lismore office staff are Organisers Steve Bergan and Richard Ryan, Industrial Officer Carolyn Moore and Office Administrator Cassie Barnes. They have continued their work on behalf of members remotely. At the time of writing, our office is still undergoing refurbishment after catastrophic damage caused by the 2022 Lismore floods. We do expect to return to the office by the end of this year. Lismore office staff have shown great resilience to maintain our work during this difficult period, working from home, local cafes, libraries and work vehicles to organise our schools and service our members. We wish to thank members in our sub branches for their patience and understanding during this re-building period.

In February, the North Coast and Mid-North Coast Sub Branches held their AGMs at Ballina and Nambucca Heads respectively.

North Coast Sub Branch President Kath Egan (St Francis Xavier Primary School Ballina) was re-elected as the North Coast Sub Branch President for 2023 along with Michael Namrell (St Mary's Catholic College Casino) as Deputy President and Jennifer Allen (St Carthage's Primary School Lismore) was elected as Secretary for the North Coast Sub Branch committee this year.

Appreciation to Suzanne Penson

The Mid North Coast Sub Branch AGM held at Nambucca Heads saw long-standing President Suzanne Penson (Mackillop College Port Macquarie) not stand for re-election. The Mid North Coast Sub Branch and the IEU extend our thanks and appreciation for Suzanne's diligent work for the sub branch over many years.

Markus Muschal (St John Paul College Coffs Harbour) was elected as President. Will Pollock (St Joseph's Primary School Kempsey) elected as Deputy President and Brett Bennett (Bishop Druitt College Coffs Harbour) as Secretary.

The Mid North Coast Sub Branch is in good hands with the election of these long-term, experienced IEU members and representatives from their respective schools.

Both sub branches continued moving meetings around their respective sub branch areas, in order to give members greater access to attend meetings. North Coast Sub Branch meetings Term 1: AGM Ballina, Term 2: Lennox Head, Term 3: Tweed Heads and Term 4 (to be advised). Mid North Coast Sub Branch meetings Term 1: AGM Nambucca Heads, Term 2: Port Macquarie, Term 3: Coffs Harbour and Term 4: Nambucca Heads.

IEUA NSW/ACT Branch Secretary Mark Northam, Deputy Secretary Carol Matthews, and Assistant Secretaries David Towson and Lyn Caton have attended various sub branch meetings this year. Having the elected officials attend these meetings provided Reps and members a broader insight into

industrial, professional and educational issues affecting non-government schools in NSW.

Environment grants

2022 IEU environment grants were won and well received by several North Coast and Mid North Coast Sub Branch schools, who have implemented their projects during 2023. These include The Nature Primary School Port Macquarie with their Girga's Garden for attracting native bees; St Peter's Primary School Port Macquarie with their 'frog bog' habitat project and St Columba Anglican School Port Macquarie with their koala food tree corridor planting; and The Living School Lismore with their 'Grow Domes' rainforest plant regeneration project.

Much of 2023 has seen ongoing campaigning and action by IEU chapters and members in the Catholic systemic sector towards settling the Catholic enterprise agreement. Lismore Diocesan Catholic school IEU chapters have maintained their action, lobbying their principals, local MPs and wearing their IEU 'Hear Our Voice' campaign shirts to put pressure on the Catholic employer to address the IEU's claims for improved pay and working conditions.

Support staff have welcomed the IEU's working party win of gaining pay parity with their counterparts in the NSW public sector.

The IEU has also been active in the independent school sector, rallying our chapters to put pressure on their respective employers to address the current cost-of-living pressures by providing an OOPs payment and motions to address this pay issue.

Local issues that Lismore officers have been involved this year include:

- primary school workload intensification issues
- temporary teacher contracts
- Cycles of Improvement
- Catholic support staff re-classification and back pay issues reviewing and settling the Lismore Teachers Work Practices Agreement 2023
- supporting and advising members on child protection allegations, and
- assisting and supporting members with industrial matters.

An IEU Reps training day for North Coast Reps was held in Term 3 at Lennox Head and we thank Professional Engagement Coordinator Pat Devery for running this valuable training. Twenty-five Reps from Catholic, independent, Steiner and Christian schools learnt how to run their chapters more effectively and assist members in their schools.

Lismore IEU office staff participated in Southern Cross University open days in Tweed Heads, Lismore and Coffs Harbour in discussing union matters and membership with teacher education students in these campuses.

The union wishes to thank the North Coast and Mid North Coast Sub Branch executives and committees for their

continued activism and support of all IEU members within their respective sub branches. To all past and present IEU school chapter Reps, we acknowledge and thank you for your support and contributions on behalf of members in your schools, along with your activism towards broader union issues this year. With your ongoing commitment and support, we are positive that

the union will continue to resolve matters that arise in your schools in the North Coast and Mid North Coast regions.

Steve Bergan, Richard Ryan, Carolyn Moore, Cassie Barnes
Lismore office staff

Member benefits

Teachers Health

Teachers Health is proud to be the health fund for NSW and ACT teachers, support staff and their families.

After effectively navigating the challenges of the pandemic in recent years, Teachers Health continued to focus on resilience and sustainability throughout the 2023 financial year. This was supported by strong growth, with over 5000 new members joining the fund (a growth rate of 2.8%), and member retention remaining high at over 96% for the year.

As a profit-to-member organisation, Teachers Health has always been committed to achieving the best outcomes for members. Throughout the year, it delivered on this promise by giving back to members through the expansion of their COVID-19-member support package as outlined below.

Giving back to members

Teachers Health stayed true to their promise of returning claims savings realised due to COVID back to members, with their COVID-19-support package now totaling over \$144 million. Their support package included a COVID-19 savings give-back plan, returning approximately \$55 million from COVID-19 claims savings to more than 174,000 eligible policyholders in August 2023 (and \$31 million in August 2022). The package also included the deferral from April to October of the 2020, 2022 and 2023 premium increases which is expected to provide a further \$41 million savings for members. These measures were in addition to the rollover of the 2021 unused Extras annual limits.

In further supporting members at a time where the rising cost of living is impacting household budgets, Teachers Health delivered one of the lowest average premium increases across the private health insurance industry in 2023 (2.50% compared to the industry average of 2.90%).

Improved health outcomes

Teachers Health's focus on providing the best value health insurance is matched by their commitment to support members to achieve better health outcomes.

Throughout the year, Teachers Health centres provided more than 17,000 eyecare and over 37,000 dental patient consultations, while more than 1500 members commenced health management services via Teachers Healthcare Services across hospital substitute treatment and chronic disease management programs.

Stronger together

Teachers Health highly values the strength and opportunity provided through their partnership with the IEUA NSW/ACT Branch. Together, they continue to work for the benefit of their shared membership. Teachers Health looks forward to building on these opportunities with the IEUA NSW/ACT branch into the future.

Teachers Mutual Bank

Teachers Mutual Bank (TMB) is Australia's leading bank for employees in the education sector. Established by teachers for teachers, its competitive products and services are created to benefit teachers, their families and employees in the education sector at every stage of their life. The bank continues to be passionate about assisting members secure their financial futures through superior member support and banking products. It is a market leader in member advocacy in the Australian banking sector and is committed to strong standards of corporate responsibility through community investment and ethical business as one of the world's most ethical companies.

TMB continues to be profitable, socially responsible and committed to ensuring it puts members at the heart of everything it does.

Australia's Best Teachers campaign was launched in February to help change perceptions about the role of teachers, many of whom feel the public does not respect the work they do. TMB, together with other major organisations, publicly backed the campaign.

The IEU and TMB have once again entered a Memorandum of Understanding for 2023 and the IEU receives sponsorship from TMB and in return, the IEU recognises the partnership of TMB and in particular TMB's information and services are published on the Member Benefits section of the IEU website with a link to the TMB website. The IEU places the TMB logo on any publications, promotional material, and advertising where TMB has agreed to participate in an event as a partner or sponsor. The union has provided TMB the ability to distribute advertorials/ blogs via IEU e-news bulletins which include Headlines, Teachers r Teachers, Gaining Ground and Future Perfect and provides a space in Newsmouth for a TMB editorial column.

The IEU was pleased to continue its partnership with TMB and its sponsorship of this year's round of Environment Grants. IEU members were invited to apply once again on behalf of their schools, colleges or early childhood centres for one of five Environment Grants of \$3000 to help with their environmental projects.

NGS Super

NGS is the leading super fund for the independent education and community sectors. When IEU members join NGS, they are investing in their future and the future of the planet. NGS provides death, disability and retirement benefits for all working in non-government education, mutual finance and community focused organisations. It offers members low fees, a strong performance, award winning insurance cover, financial education services and personalised financial advice. Creating a sustainable future for its members and the world is important to NGS which is why it has embedded the principles of sustainability into all aspects of its business. NGS has set the target to have a carbon-neutral investment portfolio by

2030 – that is 20 years earlier than most other funds.

NGS Super has been a SuperRatings platinum rated super fund for over 15 years. A platinum rating is awarded to the top 15% of funds delivering the greatest value for money. It also has been recognised for its focus on social and environmental responsibility. NGS Super was most recently recognised as the best value balanced super product at the *Money* magazine 2023 Best of the Best Awards.

NGS has once again hosted a well-attended Planning for Retirement Workshop for members considering retirement in the July school holidays in Ultimo; and in the IEU Parramatta and Canberra offices in the September/October school holidays.

Union Shopper

Union Shopper provides union members across Australia access to offers and savings. Union Shopper is 100% union-owned and now that it is fully endorsed by the ACTU, many more unions are coming on board, further increasing its collective purchasing power. 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.

Union Shopper has recently invested in a new website, providing members with a much-improved user experience, resulting in a higher take-up of offers. It has also launched its new 'best practice model' on how unions can assist their members to create registration quickly and effectively with Union Shopper and start saving in a matter of minutes.

Recent testing of this new method has proven to be remarkably successful. Records indicate 75% of members that click the link they receive in their email successfully complete the process of creating an account with Union Shopper. That means more members engaging with Union Shopper and finding ways to save on everyday cost-of-living expenses while offsetting the cost of their membership fees.

HESTA

HESTA is the industry super fund for IEU members working in early childhood education services.

It uses its collective voice to advocate for better outcomes for its members and considers environmental, social and governance risks and opportunities in investment decision making to deliver strong long-term performance.

HESTA hosted an online workshop in September for early childhood members to help them look after their financial wellbeing, including to better understand their super options,

work towards specific goals, how to reduce tax and help with budgeting, accessing government co-contributions or transitioning to retirement.

HESTA is proud each year to present the outstanding organisations and professionals recognised in the HESTA Early Childhood Education and Care Awards; with several IEUA NSW/ACT Branch members among the winners.

Welfare Rights Centre

The IEU continues its long-running affiliation with the Welfare Rights Centre (WRC), a community legal centre specialising in social security law.

The WRC provides an annual report to the IEU each year and produced a Trade Union Program Information Package, focusing on the main issues which affect union members including unemployment, disability families, and retirement and pre-retirement planning. In the annual report as always, WRC invites the IEU to contact the centre to provide some training for IEU staff on how to spot a Centrelink issue etc. It is a great opportunity boost services for IEU members. The IEU was pleased to join WRC partners and guests in September to celebrate its 40th anniversary of fighting for a fairer social security system. The celebration was hosted by the Paul Ramsay Foundation at Yirranma Place Darlinghurst.

The WRC acknowledges the IEU's ongoing support which has been critical for them to deliver a high quality and specialist legal service.

Workers Health Centre

The Workers Health Centre (WHC) is Australia's oldest workers health and safety and return to work service.

The WHC attended this year's Officers Planning Day offering health checks for officers and distributing health information.

The centre launched a new website which has up-to-date information for IEU organisers and industrial officers to assist injured workers during the rehabilitation process, as well as an extensive library of fact sheets. A video has also been produced by the centre to enhance awareness of issues relating to the health impacts of drug, alcohol and gambling addiction and to assist members access support services for themselves, their families and their colleagues.

The IEU is proud to be affiliated with WHC, having IEU representative on its Board, and looks forward to working with it throughout 2024.

Helen O'Regan

National/International

Professional engagement 2023: a year of reviews, inquiries, taskforces and roundtables

The IEUA believes there is a moral imperative to engage in educational issues and work to relieve the pressure on the profession. The parallel aim is to recruit members to the union through visible advocacy on workload issues, thereby increasing the influence of the IEU on all matters of concern to the education sector, including equity, organising and industrial matters.

Since many of the federal government initiatives in 2023 have been triggered as a response to the national teacher shortage and the advent of generative artificial intelligence, there is significant overlap in the advocacy positions taken by the IEU during our engagement, particularly on initiatives such as the National School Reforms Agreement (NSRA) review and the National Teacher Workforce Action Plan (NTWAP).

The IEU has maintained consistent messaging on core principles that are necessary to address the national teacher shortage and restore a stable and sustainable teaching profession, both through written submissions and meetings conducted face to face or online. These principles include the core assertions that uncompetitive salaries and unsustainable workloads are the root causes of the recruitment and retention issues in the education sector currently being experienced across the nation.

Early childhood education and care takes centre stage

The importance of high-quality early childhood education emerged as a key public policy priority over the last 12 months. The IEU was instrumental in these developments and continues to lead the debate on early childhood education and care (ECEC) issues at the branch and federal level.

IEU joins the nation's first supported bargaining application

The IEU joined the Australian Education Union (AEU) and United Workers Union (UWU) in making the first ever supported bargaining application under new industrial relations (IR) laws commenced in June 2023.

The new multi-employer agreement will cover 64 early childhood education employers under a new bargaining stream designed to lift wages and conditions. This will be a crucial test case of the new laws and the IEU is proud to be leading the charge for ECEC workers left behind under previous IR laws.

ECEC members heard loud and clear in government policy development

The IEU and our members have been directly engaged in the development of new education policies and workforce strategies critical to the ECEC sector, including:

- the Productivity Commission Inquiry into ECEC
- the Commonwealth Early Years Strategy
- ACEQA's ECEC National Workforce Plan, and
- the ORIMA ECEC Workforce Project.

Members from the IEUA Queensland and Northern Territory Branch of and NSW/ACT Branch provided professional advice on the priority professional and workplace issues in the sector.

Equity and diversity matters (Subheading)

Unions for Yes! The IEU proudly embraces a First Nations Voice

Consistent with our union's pledge to support the Uluru Statement from the Heart, the IEU has continued our strong commitment to Voice Treaty and Truth.

Unions believe in greater consultation, representation and inclusion. A First Nations Voice aligns with our core values.

Industrial relations reforms target gender pay gap and build greater workplace equity

Federal workplace reforms, secured by the power of union campaigns, have provided some optimism that real change can be achieved to reduce the gender pay gap and deliver greater equity across all workplaces. Recent legislative changes include:

- outlawing of pay secrecy clauses
- gender equality embedded in the objects of the *Fair Work Act*
- *Fair Work Act* prohibitions on sexual harassment
- a positive duty on employers to prevent harassment and discrimination, and
- access to flexible work arrangements.

A step closer to ending discrimination in our sector

The federal government's review of the special discrimination exemptions afforded to faith-based schools is long overdue.

All IEU members deserve workplaces free from discrimination. We will continue to campaign until these important reforms are delivered.

Industrial relations reforms and new workplace rights Unions were instrumental in securing recent IR reforms, and the IEU and our members were at the forefront of the political campaign to support the changes through parliament.

Key features for IEU members include:

- Access to multi-employer bargaining: Tens of thousands of IEU members have been locked out of multi-employer bargaining and denied basic bargaining rights. New multi-employer bargaining options now in place provide an opportunity for members to bargain on a level playing field.
- The stories and experience of IEU members were central to these bargaining reforms, setting out to members of parliament the clear case for change.
- Fixed-term contracts: While final details are still to be drafted for implementation in December 2023, new laws to limit the use of fixed-term contracts have the potential to deliver more secure jobs for members across the country.
- Flexible work arrangements: Our members now have a substantive right to flexible work arrangements. We can now fight for members desperately in need of job-share, part-time work or transition to retirement arrangements.



International solidarity and action

Council of Pacific Education (COPE): COPE continues to play a crucial role in supporting the development of education unions across the Pacific. The IEU remains committed to supporting our Pacific neighbours to ensure worker and climate justice across the region.

Ukraine: The IEU provided financial support to help rebuild Ukrainian schools and kindergartens destroyed by the Russian military. International union support by groups such as Education International is vital during the occupation by Russian forces and will remain so to help rebuild after a Russian withdrawal.

NASUWT: An IEU delegation participated in the International Roundtable at the annual NASUWT Conference in the UK in April this year. The similarities related to bargaining in the

school sector were striking and provided an opportunity for the sharing of union strategy and tactics.

APHEDA: The IEU remains a proud supporter of Union Aid Abroad APHEDA and encourages all branches and IEU members to join with APHEDA to help build union solidarity and workers' rights around the world.

Federal office relocation

The federal office finalised the move to new premises in Deakin along with the NSW/ACT Branch at the beginning of the year.

The new federal office provides an outstanding and high-quality federal union facility. The work of the NSW/ACT Branch in designing and developing the new office space is to be commended.

President's report



***"What have the Romans ever done for us?"
"...apart from the sanitation, the medicine, education, wine,
public order, irrigation, roads, a freshwater system, and
public health, what have the Romans ever done for us?"
"Brought peace."***

Yes, you know it . . . Monty Python's Life of Brian. Apologies to those not born in the 20th century, but this was and still is funny!

In retrospect, the last 12 months have been busy, simply that. The IEUA NSW/ACT Branch may have its critics, but one cannot ignore the inroads the union has made professionally, industrially and politically.

In my position as President, this first year has been a whirlwind of activities, all of which were balanced with full-time teaching. I have, and will always consider myself teacher first, President second. Nothing new to those who know me. Detractors may find fault with this, but without this inextricable connection to classrooms or offices, the Executive would not be as effective as it could be.

Our positions in schools, whether they be early learning centres, primary or secondary schools, enable us to make decisions with the best interests of our members at the fore.

Often, there isn't one Executive member that doesn't utter the words, "What about our members?" during meetings. We are the voices of members at Executive meetings.

So what have the Romans, or the union, done for us?


A few highlights follow of the scope of work performed by the union in 2023.

Campaigning

It is strange to consider that a year ago the LNP was in power in NSW; it was a grim state, pun intended. The IEU, on the back of the Hear Our Voice campaign for Catholic systemic school members, engaged with Unions NSW to give weight to the Essential Workers Deserve Better campaign.

The call for pay rises and removing the artificial pay cap for secure employment and increased employment resonated with the union. Teachers were plunged into the same pit of despair: work intensification with no commensurate pay, work insecurity, temporary contracts and teacher shortages. The Unions NSW Barnstorm Event in February at Revesby Workers' Club was a great opportunity to share stories as essential workers. The momentum continued.

In March, the Regional and Rural Education Crisis Forum was held in Tamworth, to shift the dialogue from city-centric



schools to where the teacher shortage hurts the most – regional NSW. The then Shadow Education Minister Prue Car heard from teachers who orientated the minister to their distinctive issues. I praise Denise McHugh for her instrumental work in bringing relevant stakeholders together for the event and for IEU Secretary Mark Northam and Unions NSW Mark Morey for lending their gravitas.

Finally, in March, a Labor government was elected in NSW – what could possibly go wrong?

Politics

In May, celebrating the win of the Minns' Labor Government, the union was involved in the NSW Parliamentary Delegation to meet with ministers to further the cause of teachers. I acknowledge and appreciate the presence of Deputy President Libby Lockwood at the event. Libby is an ardent individual who reminds city folks how different work and life in regional NSW can be. She has an acute perspective of the teaching crisis and on the day, Libby was seminal in discussions with ministers, who listened with interest.

When I spoke to Labor ministers and the visiting delegates at the luncheon, there was an air of excitement and optimism and, as I said at the time, "A new government. A new ethos. A new way of doing". A new ally was forged with Deputy Premier Prue Car, who perceives herself as the Education Minister for all schools. In speaking to Council and the Executive in recent times, Minister Car has been focused on delivering educational reforms, seeking ways to reduce teacher workloads and red tape, and most significantly, increasing pay for teachers. Minister Car has not disappointed. The union's demand to 'press pause' on the former government's plan to implement changes to at least 20 draft syllabuses was accepted. Again thanks, Minister Car. Workloads have just become a little less onerous.

Workload reduction

In the light of 'gains' that have helped teachers in real and practical ways, my gratitude extends to the IEU Professional Engagement team and their work on the two ground-breaking documents: the NESA Facts Sheets on Curriculum – school registration requirements and Curriculum – programming and record keeping. As we know, it's the small things that create the snowball effect of work intensification. This is a step in the right direction by the union. When asked, 'Are you doing too much for compliance?', teachers invariably chorus, 'yes'. Thanks to these Facts Sheets, this is a real reduction in the minutiae that drives us crazy.

Significantly, within the last 12 months, the union has opposed the Pilliga-Narrabri Gas Project and supported the Gomeroi People by demonstrating in Coonabarabran.

The culmination of this activity occurred in September, where a major rally backed by Unions NSW brought hundreds of Gomeroi, farmers and community members from the Pilliga region to rally with supporters outside NSW Parliament. This is what the union does – it takes its social justice role seriously. Further, in June, the union sent delegates to the Making History ACTU Unions for Yes: Aboriginal and Torres Strait Islander Biennial Conference. Again, the dovetailing of union work and the Yes campaign was evidenced with discussions, strategies and preparations for the Yes referendum.

What has the union ever done for us? Placed us on the right side of history.

Gender equity

The commitment of the Women and Equity Committee to keep gender equality on its agenda means that the issue regarding the gender pay gap, which is 11.8% in NSW (ABS Survey, November 2022), requires vigilance. Early childhood education and care (ECEC) has the most vulnerable teachers; predominantly, female, overworked and underpaid. A joint multi-employer bargaining application by the IEU, United Workers Union (UWU) and the Australian Education Union (AEU) at the Fair Work Commission will seek to extend the benefits of collective bargaining to these valuable and essential members. Not only has the union sought wage increases, but also an increase to the professionalism of the sector. Again, good, strong practical benefits.

Many more good deeds have been completed by the union and many more challenges lie ahead.

This is the reality of an education union. The education and teaching landscape is not static. It is dynamic, evolving and ever complex. I am indebted to those who have guided me through the year. I thank the elected officials, Secretary Mark Northam, Deputy Secretary Carol Matthews and Assistant Secretaries Dave Towson and Lyn Caton for their confident leadership and decisiveness. Thanks wholeheartedly to the organisers who are the conduits between members and their union. Sincere thanks to members of the Executive for helping make my first year a smooth transition into a daunting leadership role. They are tenacious, resolute, even a little quirky at times, but they are steadfast and serious. Most of all, thank you union members, whom I serve.

Tina Ruello

IEUA NSW/ACT Branch

Draft budget 2024

	2022YE (31/12/2022)	2023YTD (30/9/2023)	2023 Budget	2024 Budget
Income				
Membership Fees Received (4%)	16,490,357	12,654,766	15,423,636	17,085,000
Other Income				
Advertising	88,373	99,465	91,818	91,818
Grants Received	9,000	0	0	0
Insurance Recoveries	(2,050)	(28,547)	454,545	0
Interest Received	107,940	147,924	376,600	473,000
Private Car Use Reimbursement	6,001	8,483	5,455	9,000
Profit/(Loss) on Disposal of Assets	(187,487)	29,012	0	0
Publications/Subscriptions	104,945	91,159	106,364	136,364
Rental Income	62,052	75,540	100,909	105,455
Seminars & Conferences	3,201	0	23,636	23,636
Sitting Fees	54,499	69,200	54,546	54,545
Other	178,907	12,508	33,636	33,182
Sub-total	425,385	504,746	1,247,509	927,000
Total Income	16,915,742	13,159,512	16,671,145	18,012,000
Expenses				
Employee Costs				
Casual Staff	45,341	33,274	42,000	44,000
Fringe Benefits Tax	12,183	36,566	50,000	30,000
Overtime	15,902	4,018	10,000	10,000
Payroll Tax	517,690	395,928	547,000	598,000
Annual Leave Expenses	(159,804)	0	0	0
LSL Expenses	(301,099)	0	0	0
Superannuation	1,189,279	948,369	1,240,000	1,379,000
Wages and Salaries	8,886,09	6,953,546	9,456,417	10,276,000
Workcover Reimbursements	(2,341)	0	0	0
Sub-Total	10,203,242	8,371,701	11,345,417	12,337,000
Affiliations & Capitation Fees	896,534	787,122	1,025,455	1,025,455
Meetings & Conferences				
Sub-Branch	73,511	68,888	109,091	109,090
Council/AGM	235,118.06	178,223	236,364	236,364
Executive	129,577	71,709	145,455	145,454
General Meeting	35,430	20,918	50,000	50,000
Officer	169,552	211,233	272,727	272,727
Seminars/Conferences	14,354	0	91,818	91,818
Sub-Total	657,544	550,971	905,455	905,454

	2022YE (31/12/2022)	2023YTD (30/9/2023)	2023 Budget	2024 Budget
Printing and Publication Expenses				
Printing	55,271	23,040	63,636	63,636
Publication	423,954	367,433	427,818	427,818
Sub-Total	479,226	390,473	491,454	491,454
Legal Costs	77,576	60,943	210,909	210,909
Information Technology Expenses	302,085	283,860	344,545	344,545
Building Operating Expenses	352,166	307,230	454,964	454,964
Insurance Expense	198,535	189,354	201,818	303,636
Motor Vehicles Expenses	168,063	172,011	173,718	218,181
Union Training Expense	21,779	41,789	130,000	130,000
Campaign Costs	244,445	8,601	100,000	100,000
PRD Commission Expenses	99,836	0	109,090	109,091
Leasing Office Equipment/Maintenance	57,508	29,083	38,487	38,486
Donations	550	3,700	10,000	10,000
Depreciation	841,937	634,587	1,085,000	1,085,000
Other Expenses				
Books, Periodicals & Subscriptions	20,648	15,203	20,909	20,909
Clerical Staff Expenses	5,321	8,196	3,000	10,000
Bad Debts Written Off	0	0	0	0
Staff Recruitment	470	2,632	909	909
Staff Training and Development	10,210	17,121	35,000	30,000
Branding	2,721	8,307	18,182	18,181
Consultancy Fees	4,280	0	0	0
Recruitment & Retention Initiatives	29,765	3,556	13,636	13,636
Research	0	0	20,000	20,000
Teacher Exchange/Member Benefits	14,188	277	20,000	20,000
Office Requisites	13,931	10,281	32,727	32,727
Postage & Couriers	25,199	16,067	51,819	51,819
Stationery	3,183	3,057	19,363	19,363
Telephone/Mobile	169,656	120,441	186,364	186,363
Grants	18,000	0	0	0
Audit and Accounting Fees	46,600	30,780	53,636	53,636
Adjustment/Other	0	0	1,818	0
Sub-Total	364,177	235,919	477,364	477,546
Finance Costs - Bank & CC Service Charges	69,409	55,852	70,000	77,272
Total Expenses	15,034,620	12,123,201	17,173,676	18,318,996
Surplus/(Deficit)	1,881,121	1,036,311	(502,531)	(306,996)

	2022YE (31/12/2022)	2023YTD (30/9/2023)	2023 Budget	2024 Budget
Expenditure On Capital Items				
Building	1,197,907	0	0	0
Building Improvements	660,676	123,774	454,545	454,545
Furniture & Fittings	7,572	5,358	45,455	45,454
Motor Vehicle	116,313	112,821	190,909	190,909
Other Assets	137,628	38,773	50,000	50,000
	2,120,097	280,727	740,909	740,909
Total Expenses after Capital Expenditure	17,154,718	12,403,928	17,914,585	19,059,905
Net Result excluding GST (Deficit)	(238,975)	755,583	(1,243,440)	(1,047,905)
Add back non-cash items				
Depreciation	841,937	634,587	1,085,000	1,085,000
Surplus/(Deficit)	602,961	1,390,170	(158,440)	37,094

IEUA NSW/ACT Branch

Statement of profit & loss

Account Name	September 2023	YTD 2023	2023 Budget	%
Income				
Membership - NPRD	255,795	4,662,440	5,860,909	80%
Membership - PRD	896,339	7,992,326	9,562,727	84%
Sub-Total	1,152,134	12,654,767	15,423,636	82%
Advertising	0	99,465	91,818	108%
Insurance Recoveries	0	(28,547)	454,545	n/a
Interest Received	8,484	147,925	376,600	39%
Private Car Use Reimbursement	0	8,483	5,455	156%
Profit/Loss on Disposal of Assets	(700)	29,012	0	n/a
Publications/Subscriptions	0	91,159	106,364	86%
Rental Income	8,464	75,541	100,909	75%
Seminars & Conferences	0	0	23,636	0%
Sitting Fees	0	69,201	54,546	127%
Other	0	12,508	33,636	37%
Sub-Total	16,248	504,746	1,247,509	40%
Total income	1,168,383	13,159,513	16,671,145	79%

Account Name**September 2023****YTD 2023****2023 Budget****%****Expenses**

Administration

Audit & Accountancy Fees

Finance Costs - Bank & CC Service Charges

Books, Periodicals & Subscriptions

Clerical Staff Expenses

Depreciation

Insurance

IT/Technology Maint/Serv/Repairs

Motor Vehicle

PRD Commission

Printing

Staff Recruitment

Staff Training & Development

Other

Sub-Total

141,321**1,438,469****2,163,082****67%****Meetings & Conferences**

Sub-Branch

Council/AGM

Executive

General Meeting

Officer

Seminars/Conferences

Sub-Total

82,370**545,141****905,455****60%****Legal**

Barrister & Solicitors

Workers Compensation

Other

Sub-Total

3,117**60,943****210,909****29%****Services**

Affiliation & Capitation

Branding

Campaign Costs

Donations

Grants

Publications

Recruitment & Retention Initiatives

Research

Teacher Exchange & Member Benefits

Union Training

Sub-Total

57,947**1,220,786****1,765,092****69%****Employee Costs**

Casual Staff

Fringe Benefits Tax

5,147

0

33,274

36,566

42,000

50,000

79%

73%

Account Name	September 2023	YTD 2023	2023 Budget	%
Overtime	1,326	4,018	10,000	40%
Payroll Tax	63,502	395,928	547,000	72%
Superannuation	96,681	948,369	1,240,000	76%
Wages & Salaries	780,710	6,953,546	9,456,417	74%
Sub-Total	947,367	8,371,701	11,345,417	74%

Sydney Office

Building Operating Expenses				
- Cleaning	2,891	23,584	38,182	62%
- Plant Hire	127	1,274	1,818	70%
- Repairs & Maintenance	8,084	29,668	33,636	88%
- Rubbish Collection	0	842	4,545	19%
- Strata/Levy	7,645	28,453	26,364	108%
- Utilities	4,064	23,114	33,545	69%
- Other	0	0	4,545	0%
Leasing Office Equipment	1,485	15,879	17,273	92%
Office Requisites	253	7,628	18,182	42%
Postage & Couriers	1,534	11,283	36,364	31%
Rates & Taxes	0	20,025	20,000	100%
Rent (Wollongong Space)	0	0	3,636	0%
Stationery	200	1,714	13,636	13%
Telephone/Mobile	3,823	41,750	74,909	56%
Sub-Total	30,107	205,212	326,636	63%

Canberra Office

Building Operating Expenses				
- Cleaning	618	4,312	6,364	68%
- Plant Hire	143	1,431	1,818	79%
- Repairs & Maintenance	0	889	1,818	49%
- Rubbish Collection	5	262	545	48%
- Strata/Levy	0	29,080	31,818	91%
- Utilities	1,111	6,455	12,273	53%
Building Expenses	18,304	58,855		
Leasing Office Equipment	210	2,875	5,135	56%
Office Requisites	232	1,024	2,727	38%
Postage & Couriers	87	786	3,636	22%
Rates/Taxes	16,427	16,427	22,000	75%
Stationery	0	489	1,182	41%
Telephone/Mobile	2,453	23,030	22,727	101%
Sub-Total	21,286	87,059	112,045	78%

Lismore Office

Building Operating Expenses				
- Cleaning	0	0	4,54	50%
- Repairs & Maintenance	0	0	909	0%
- Strata/Levy	3,050	10,593	10,000	106%
- Utilities	0	0	6,000	0%
Leasing Office Equipment	210	1,882	3,636	52%

Account Name	September 2023	YTD 2023	2023 Budget	%
Lismore Office				
Office Requisites	0	27	1,818	2%
Postage & Couriers	0	0	1,364	0%
Rates/Taxes	0	1,181	1,500	79%
Stationery	0	101	909	11%
Telephone/Mobile	2,196	21,642	32,727	66%
Sub-Total	5,456	35,427	63,409	56%
Newcastle Office				
Building Operating Expenses				
- Cleaning	1,343	11,818	19,091	62%
- Plant Hire	124	1,112	1,455	76%
- Repairs & Maintenance	0	1,398	2,000	70%
- Rubbish Collection	0	0	1,182	0%
- Strata/Levy	2,630	10,520	13,636	77%
- Utilities	0	4,674	15,000	31%
Leasing Office Equipment	210	1,887	3,636	52%
Office Requisites	0	304	1,818	17%
Postage & Couriers	0	251	1,364	18%
Rates/Taxes	0	3,764	4,500	84%
Stationery	0	244	909	27%
Telephone/Mobile	1,409	14,027	21,455	65%
Sub-Total	5,715	49,998	86,045	58%
Parramatta Office				
Building Operating Expenses				
- Cleaning	1,380	9,720	18,182	53%
- Plant Hire	0	142	2,182	7%
- Repairs & Maintenance	0	2,006	24,545	8%
- Rubbish Collection	0	321	545	59%
- Strata/Levy	0	41,438	58,182	71%
- Utilities	0	1,367	6,600	21%
Leasing Office Equipment	595	6,561	8,806	75%
Office Requisites	258	1,299	8,182	16%
Postage & Couriers	319	3,748	9,091	41%
Rates/Taxes	0	21,364	22,000	97%
Stationery	78	509	2,727	19%
Telephone/Mobile	2,362	19,992	34,545	58%
Sub-Total	4,991	108,466	195,588	55%
Total Expenses	1,299,676	12,123,201	17,173,677	71%
Net Profit / (Loss)	(131,294)	1,036,312	(502,532)	





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