

Jane Robinson
General Manager People Services & IT
KU Children's Services
Box Q132
QVB Post Office
NSW 1230

25 August 2026

Dear Jane,

RE: KU Casuals

Dear Jane,

The IEU has been contacted by teachers employed as casual teachers at KU centres.

Teachers are concerned that KU has imposed a maximum of ten centres at which individual casual teachers can be employed. This, combined with the inability to pick up regular casual shifts due to changes KU implemented after changes to the Fair Work Act in 2024, has led to a significant decrease in the work available to casual teachers. Some members have indicated they previously worked exclusively at KU centres but may now need to seek work outside KU. The IEU is of the view that this constitutes a major change, and KU should have consulted with affected employees in accordance with Clause 8 of the KU Children's Services – Teachers Enterprise Agreement 2024-2026.

It has also been brought to the IEU's attention that some casual teachers were not advised of the changes ahead of their introduction, which they found confusing and disappointing.

Whilst the IEU understands KU may have adopted a ten centre maximum to address child safety, the IEU's position is that safe staffing ratios and supervision policies are the best preventative measure, rather than limiting the number of centres in which casuals are employed.

The new KU requirement that casuals have recently worked all centres that can be included in the ten allocated to them, has led to some members being excluded from casual shifts available in the centres that are closest to where they live. These members have advised they are unable to make changes to their ten centres themselves and are experiencing significant delays when requesting KU Central Office staff make changes to the centres they have been allocated.

A KU Director recently advised the Union that her understanding is that only one of the preschool's preferred casuals should be offered HSLN shifts to ensure a casual familiar to the child and with an understanding of the child's individual support needs is assigned to the role. However, a casual that was not on the preschool's preferred casual list was recently offered, and accepted, an HSLN shift that was not offered to any of the preschool's preferred casuals.

The IEU requests that KU:

1. removes the requirement that casuals may only be employed in a maximum of 10 KU centres
2. removes the requirement that casuals must have worked recently in their allocated centres
3. provides casuals with authority to select and update the centres in which they wish to work
4. confirms that preferred casuals will be offered HSLN shifts before any non-preferred casuals.

Please confirm in writing within 10 business days, how KU intends to address our members' concerns.

Yours sincerely,



Lisa James
Organiser