

27 July 2017

JQ:106/17

Dear IEU Rep and Members

### **NSW Christian Schools General Staff Multi-Enterprise Agreement – VOTE YES**

I am writing to advise that after more than 18 months of negotiations, the Union has finally reached agreement with Christian Schools Australia and Christian Education Network on a new enterprise agreement to apply to general staff in Christian schools.

This agreement will be in place until the end of 2019 and includes the following:

#### **Pay increases**

- Increases came into effect from February 2017 for all employees of at least 2% (by administrative action) - if these increases weren't paid in your school, they must be back paid to February after the commencement of the enterprise agreement
- July 2017 - additional 1% pay rise for preschool/childcare services stream employees (reflecting the modern award increases) and increases to some allowances
- February 2018 - increase of 2.3% for most employees, 3.5% increase for preschool and child care employees and between 2.3% and 3.3% pay increase for nurses
- February 2019 - increase of 2.5% for most employees, 3.5% increase for preschool and child care employees and between 2.5% and 3.3% for nurses.

These increases exceed inflation and private sector wage increases and are only slightly below increases achieved in other education sectors. Christian schools were not prepared to match the 2.5% pay rise per annum achieved in other sectors by the Union but did agree to the Union's claim for additional increases for some classifications.

#### **Classifications**

New classifications have been introduced for graduates and nurses will be covered for the first time. The new graduate classifications for positions for which a degree is required should make it easier for employees to achieve regular pay rises with increasing professional experience. A savings clause means that no one's classification can be reduced.

#### **Hours of Work**

At the insistence of the Union, the span of hours for some employees has been reduced to ensure the enterprise agreement complies with the legal requirement for approval by the Fair Work Commission - that is, that staff must be better off overall.

### **Time in Lieu and Overtime**

If an employee works additional hours, the employee may agree in writing to take time in lieu rather than be paid overtime; but if the time has not been taken within six months, the overtime must be paid. NB that an employee cannot be forced to take time in lieu instead of overtime where the agreement gives an entitlement to payment.

### **Parental Leave**

These provisions have been reworded but the entitlement of employees has not been reduced.

### **Final Comment**

The Union is recommending a **YES** vote. Please do not hesitate to call your Union Organiser if you have any questions.

Thank you for your ongoing support.

Yours sincerely



**JOHN QUESSY**  
**Secretary**