

NewsExtra

October 2021

Catholic Systemic Schools 2022 Pay and Conditions Claims

The enterprise agreements (EAs) that apply to employees in Catholic systemic schools in NSW and the ACT will expire on 31 December 2021.

Catholic dioceses have not yet taken any steps to commence negotiations for new enterprise agreements for principals, teachers and support staff, notwithstanding that the NSW Teachers Federation is already meeting with the NSW Department of Education.

At the recent IEU Council AGM, delegates endorsed the broad outline of a claim for the new agreements, as set out below.

Pay rises

The union is seeking a 10-15 percent pay rise over two years for all members in line with the claim by the NSW Teachers Federation on behalf of teachers in NSW government schools. A 10-15 percent pay increase would increase pay rates for experienced teachers in line with those of experienced lawyers, engineers and ICT professionals. Significant pay increases would also help address the issue of teacher shortages, which has been acknowledged by the federal and state governments and substantiated in the IEU survey in February and March this year.

Teacher shortages

More effective strategies need to be developed to deal with teacher shortages in both metropolitan and regional areas. In order to attract and retain teachers it is essential that there is greater job security for casual and temporary teachers and that workload issues are addressed.

Professional time to do the job

The union has been calling for some years for a reduced teaching load to give teachers more time to plan, prepare and consult with colleagues. Teaching hours in Australia are high by world standards and Australian teachers are working harder each year. Release time should be increased for both primary and secondary teachers by at least two hours each week.

Let teachers teach

The union will be consulting with principals, teachers and support staff members to identify the current tasks that do not support teaching and learning outcomes and should be removed. IEU Organisers will raise these issues in negotiations with dioceses.

Support staff pay parity

Support staff in the school administrative services and classroom and learning support services streams in Catholic systemic schools are paid less than employees in corresponding classifications in NSW government schools. This issue was outstanding from the last pay round, and the disparity must be eliminated now.

Improved job security for special needs and learning support assistants

Many staff still have ongoing temporary appointments despite years of employment.

Support staff conditions

Support staff have a lower rate of accrual of long service leave after 10 years than teachers. The union has consistently sought that this be increased and we will need the strong support of members to achieve this.

Teachers in the ACT

Teachers in the ACT have traditionally received the same pay rises as teachers in ACT government schools. This is reflected in the current *Catholic Systemic Schools Enterprise Agreement* that has a scheduled pay rise for July 2022 for ACT teachers but no agreed pay rises in 2022 for NSW and ACT support staff nor teachers in NSW. This traditional nexus means the settlement in the ACT may be different from that in NSW.

Updating the enterprise agreements

Parental leave conditions in Catholic systemic schools should match those applying in NSW government schools, including the new model of an additional 12 weeks of paid parental leave for the partner to be the primary carer, to be taken in the twelve months following the birth, provided the mother is not taking parental leave at the same time. Rates of pay and conditions applying to new promotions positions should also be clearly covered in the enterprise agreement.

Another problem that should be addressed is that if support staff transfer between dioceses their service in a previous diocese at the same classification should be recognised when they are appointed to a new diocese.

Chapter meeting

Please hold a meeting of members to vote to endorse the IEU claim, if possible, by **Thursday 18 November 2021**. All members, including support staff members, are encouraged to attend this meeting. Your IEU Organiser will be happy to attend or answer any questions. After your meeting, please send the results of the motion to ieu@ieu.asn.au (Attn: Zuzana).

The IEU supports members. Invite your colleagues to join here: <http://www.ieu.asn.au/join-page>



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CHAPTER MOTION

This Chapter of _____ at _____

endorses the key elements of the IEU claim:

- Pay rises of 10-15 percent over two years
- More effective strategies need to be developed to deal with **teacher shortages** in both metro and regional areas and greater job security for casual and temporary teachers
- **Professional time to do the job** – release time should be increased for both primary and secondary teachers by at least two hours each week
- **Let teachers teach** – removal of tasks that do not support teaching and learning outcomes
- Support staff pay parity with rates in NSW government schools
- Improved job security for special needs and learning support assistants
- Support staff conditions – improved long service leave to match that of teachers
- Update the enterprise agreements

and calls on the employers to commence bargaining immediately with the union.

Date of Chapter meeting _____

Number of YES Votes

Number of NO Votes

Any comments or other claims _____

Please email to ieu@ieu.asn.au (Attn: Zuzana) by **Thursday 18 November 2021**.