



Independent Education Union of Australia NSW/ACT Branch

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MN:153/21

Dear Director

### **IEU CLAIMS FOR NEXT ENTERPRISE AGREEMENT**

I am writing concerning the IEU's claims for principals, teachers and support staff employed in diocesan schools in NSW and the ACT. As you would be aware, the *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020*, the *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement* and the *Principals (Archdiocese of Sydney) Enterprise Agreement 2020-2021* all expire on 31 December 2021.

Members have requested that the coverage of the enterprise agreements be expanded to include staff in early learning centres and out of school hours care attached to schools; counsellors; boarding house staff (Diocese of Wagga Wagga); and business managers employed in schools.

The union is requesting that employers commence bargaining for new agreements as soon as possible. Our claim is 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.

#### **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. Rural incentives need to be substantially increased to match those in the public sector, including both pay and additional time off to attend urgent appointments (such as medical specialists). Casual teacher pay rates should be increased so that they are no longer capped at Band 2 (Proficient) Level 1.

#### **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. 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 concerning Work Practices Agreements.

## **PROMOTIONS POSITIONS**

Rates of pay and conditions applying to newly created promotions positions should also be clearly covered in the enterprise agreement. Release for coordinators should also be increased, and Work Practices Agreements should provide a cap on meeting times.

## **PRINCIPALS**

The union is seeking that the classification structure be reviewed to ensure there are no unintended consequences when principals move between schools of different sizes. Emerging models of schools, such as P-12 and multi campus arrangements, should also be appropriately reflected in salary scales.

## **SUPPORT STAFF PAY PARITY AND CLASSIFICATIONS**

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.

Another issue 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. Similarly, staff who move from a similar position in a government school should not have to start on the lowest step on the pay scale for that classification.

## **IMPROVED JOB SECURITY FOR SPECIAL NEEDS AND LEARNING SUPPORT**

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

## **SUPPORT STAFF LONG SERVICE LEAVE**

Support staff have a lower rate of accrual of long service leave after 10 years than teachers. This should be increased to match that of teachers.

## **PARENTAL LEAVE**

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 12 months following the birth, provided the mother is not taking parental leave at the same time. In the case of concurrent parental leave (where the employee is not the primary carer), the leave should be increased to two weeks rather than two weeks of which one week is deducted from personal/carer's leave.

The union is continuing to consult with members and will advise if any additional matters are raised by members in the coming weeks.

Yours sincerely



**CAROL MATTHEWS**  
**Acting Secretary**