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**Thousands of members in the Catholic systemic schools sector stopped work on Friday 27 May to rally and march throughout NSW and the ACT in support of better pay and conditions.**

Resplendent in bright yellow “Hear Our Voice” t-shirts, a sea of teachers and support staff surged across Sydney and nine other locations from Lennox Head in the north to Wagga Wagga in the south-west. Rallies were also held in Canberra, Newcastle, Wollongong, Dubbo, Bathurst, Port Macquarie and Tamworth.

“It was a historic moment for the IEU,” said Independent Education Union of Australia NSW/ACT Branch Secretary Mark Northam. “It was our biggest rally yet, and a real testimony to our members, our dedicated reps, our organisers and IEU staff.”

Support staff turned out in great numbers, welcomed by teachers proudly chanting: “Our support staff, best on earth, time to pay them what they’re worth.”

“The mood was electrifying,” said Northam. “At the Sydney rally we had more than 2000 members who were both positive and passionate.”

And members’ voices were certainly heard loud and clear – not just in Town Hall Square, but also as they marched on the employer’s offices on Liverpool Street in Sydney and Catholic Education Offices throughout NSW to deliver the resolution adopted loudly and unanimously at all 10 rallies (see below).

“Teachers and support staff are not just protesting,” Northam said. “They’re expressing deep concerns about their profession to their employers, the NSW Premier,

the public and parents. Schools are in crisis, and we’re absolutely determined to make meaningful change.”

The five key claims of the Hear our Voice campaign are:

- Pay teachers what they’re worth (an increase of 10% to 15% over two years)
- Give support staff a fair deal (pay parity with colleagues in government schools)
- Let teachers teach – cut paperwork
- Allow time to plan
- End staff shortages.

“Teachers love to teach,” said IEUA NSW/ACT Branch President Christine Wilkinson in a speech at the Sydney rally. “We don’t want to do all that extra work – data collection, admin, standing in the middle of two classrooms to babysit up to 70 students because we cannot get casual staff.”

IEUA NSW/ACT Branch Deputy President and teacher Tina Ruello agreed. “We are bleeding teachers, we are haemorrhaging,” she said to the Sydney rally. “Our current pay and horrendous workloads are the cause.”

Members at all 10 rallies were defiant and determined, yet plenty of good old-fashioned fun was also had. In Wollongong, IEU member and ukulele player Jenna Hogan got the crowd singing John Farnham’s 1986 hit *You’re the Voice* at full volume. Members in Sydney dug in and danced to Abba’s *Money, Money, Money*, accompanied by trombone player and IEU member Rod Herbert.

In Canberra, members adapted a familiar movie tune from the 1980s: “Who ya gonna call? Support staff!”; while in Newcastle, the crowd sang a reworked version of *Solidarity Forever* at the top of their lungs (see lyrics, p7).

Clever signs spoke volumes. “The teacher shortage is bananas – it’s time to make the profession more a-peel-ing,” read one. “If you can read this sign, thank a teacher,” read another; and “Teacher burnout is why we have this turnout.”

All 10 rallies drew positive coverage from the mainstream media, including ABC TV, 10News First, 9News and 7News. Prime7 gave us prime time in Tamworth, Dubbo, Bathurst and Port Macquarie.

Northam’s morning began on Radio National news at 6am. Throughout the day, the IEU talked to ABC Radio not only in Sydney but throughout the regions too. We talked to 2GB and Triple M. We were heard on 2HD and 2NUR (Newcastle), 2CC (Canberra) and WaveFM (Illawarra).

Readers of the *Sydney Morning Herald*, the *Newcastle Herald*, the *Canberra Times*, the *Central Western Daily*, the *Northern Daily Leader*, the *Wagga Wagga Advertiser* and the *Bathurst Weekend Advocate* could not have missed us.

But our fight isn’t finished. The IEU joined a Unions NSW summit demanding a better deal for essential workers ahead of the NSW budget on 21 June (see p4). We stand in solidarity with NSW public servants on their day of action on 8 June, as they push to scrap the NSW wage cap. Like you, public sector employees need a pay rise – and Catholic employers are watching and waiting for the NSW Government to make a move. Our next bargaining meeting with Catholic employers was on 15 June (after *Newsmonth* went to press).

“This campaign is not over until our members’ claims are met,” Northam said. “If at first we don’t succeed ...”.

**Monica Crouch** Journalist

## RESOLUTION

**Members delivered this statement to Catholic employers on Friday 27 May.**

**Today, thousands of teachers and support staff are meeting in NSW and the ACT to express their dissatisfaction with Catholic employers.**

IEU members call upon Catholic employers to take immediate steps to meet the union’s claims for improved salaries and conditions for all teachers and support staff.

Urgent action is required to address the severe staff shortages impacting all Catholic systemic schools in NSW and the ACT.

Teachers and support staff deserve a better deal. It’s time to hear our voice and act. Professional respect is at the core of the union’s claims.

This meeting also calls on the IEU Executive to determine further action to achieve our claims.



## Join us



## Follow us



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# What you said



**IEUA NSW/ACT Branch President Christine Wilkinson (address to Sydney rally)**

"This sea of yellow is incredible. Yellow symbolises optimism and hope. Together we can make change. We want teachers to be paid what they deserve. We want a fair deal for all our wonderful support staff. Teachers are

being asked to do more and more because we can't get people to join the profession. We do not want to be babysitting up to 70 students because we cannot get casuals. Let's hope all our voices are heard by the state government and employers so we can look forward to an optimistic future."

**Mark Morey, Secretary, Unions NSW (address to Sydney rally)**

"When nurses, paramedics, cleaners and teachers are on the street, you know there's something wrong. Ten long years of wage suppression and now you cannot afford to live in the areas you teach in. It is a disgrace. This is more than just about money, it's about workload. This is the system run on the back of the goodwill of teachers and support staff. This is about retention of qualified teachers and administration staff. Employers knew there was going to be a shortfall, so they handed out a pay cut. The final thing this is about is respect."



**Sailin Mar, teacher, Trinity Catholic College, Regents Park**

"I've been a teacher for 30 years, and I've seen huge changes. The workload is now enormous. We're not coping. We can't maintain a family and work-life balance. Something's gotta give."

**Larry Grumley, teacher, Catherine McAuley, Westmead**

"This is about the future of teaching. We're losing teachers because of deteriorating conditions and poor pay scales compared to the rest of the workforce. We're here for the future."



**Sally Quinnell, music teacher, St Anthony's Catholic College, Padua**

"The workload is unacceptable. We cannot keep going with the conditions we have. It's untenable. Teachers are not being paid for the time and expertise we give."

**Sarah Holt, HSIE/Business Services teacher, Penola Catholic College, Emu Plains**

"I'm here to improve working conditions and for teachers to get respect for what we do."



**Lauren Walters, teacher, St Agnes Catholic High School, Rooty Hill**

"It's time for the employer to realise how much work we put in."

**Flora Cortez, teacher, All Saints Catholic College, Liverpool**

"Everybody deserves a decent place to work. I've been working for more than 30 years, and today is my free day, but I got up early and here I am to support everybody."



**Tina Ruello, IEUA NSW/ACT Branch Deputy President and teacher, Catherine McAuley, Westmead (address to Sydney rally)**

"This is a day to make a difference! I'm going to use my voice to highlight the changes that need to occur in the teaching profession."



**IEUA Acting Federal President Christine Cooper (address to Sydney rally)**

"Your determination for action from employers and government is just so encouraging. You've been pushed to breaking point. You are exhausted, struggling with workloads, inadequate planning time, and struggling everywhere with teacher shortages."

**Anna Luedi, teacher, Marist Catholic College North Shore (address to Sydney rally)**

"First and foremost, teachers are here to serve students, not to serve data walls or NAPLAN scores, the latest pedagogical fad or educational textbook that tells us to complete yet another teaching and learning rubric. We are not here to serve the CEO or our diocese. Our profession has been swallowed up by accountability. We have been crushed by data collection and documentation, and therefore we barely have time to check in with our students, because we need to move on with our learning intention and success."



**Gregory Dowle, ICT support officer De La Salle Catholic College, Caringbah**

"It's so important to hear the voice of school support staff in particular."

**Helen Rigby, teacher Holy Spirit Catholic Primary School, North Ryde**

"I've never seen the lack of young people coming into teaching. There's such a shortage that I'm concerned that by the time I have grandchildren, there'll be no one to teach them. We're burnt out, exhausted and the workload is massive."



**Rod Herbert, music teacher, Marist Catholic College, North Shore**

"I'm here for better conditions for teachers and support staff. We need to make it attractive for young teachers to stay in the profession, so we don't have kids sitting outside classrooms because someone got sick, and half the staff are away."

**Janessa Docking (left), teacher, St Gregory's Primary School, Queanbeyan**

"I stopped work alongside thousands of other overworked, overlooked and overwhelmed teachers. I stopped for my students and what they deserve. They deserve a teacher who feels valued, who doesn't need to sacrifice tasks to keep on top of their workload, who gets the support they need to deal with the needs of their class. I stopped for support staff and learning support staff who are paid significantly lower than their government school counterparts. I stopped for those lifelong teachers who have left their beloved career because they can't sustain the workload anymore."



Sue Osborne Journalist





**Mark Northam**  
Secretary



**There was a huge turnout at 10 rallies across NSW and the ACT on Friday 27 May. It was the IEU's first full-day stoppage since 2004. The 18-year gap is telling.**

The role of teachers has changed dramatically. The expectations placed upon a teacher have magnified considerably. Accountability is up, but time to undertake the role has not changed.

The action taken by members to secure additional scheduled release time was entirely reasonable. Differentiation and inclusion demand it.

Support staff are seeking the conditions their government school colleagues have enjoyed since 2019. It is unreasonable for support staff to wait any longer.

Untangling teacher salaries and support staff pay from NSW public servants' pay is enormously complex.

Catholic employers (all bar the Broken Bay Diocese) are adhering to the principle of parity with NSW Government teachers.

Broken Bay Diocese has offered both primary and secondary staff an additional one-hour/week release for the 2022 school year.

Further, the Broken Bay Diocese tabled an unsolicited position of a further 1.24% pay offer. This in no way matches the impost associated with inflation and does not meet reasonable union demands of a salary reset and ongoing annual increases beyond the NSW Government's 2.5% salary cap, in place since 2011.

#### **What's the mood?**

IEU members want Catholic employers, the NSW Government and their school communities to know that serious staffing shortages are impacting teaching and learning.

While the Albanese Government has indicated teaching scholarships will become available (\$10,000 a year for metro students and \$12,000 for regional students), the lived reality in schools demands immediate action.

The profession is not attracting sufficient candidates into university teacher education courses and retention is a serious issue.

Members are clamouring for change. Change needs to tackle excessive programming demands, unnecessary data collection, onerous PD requirements and diocesan overlays far beyond what NESA and TQI are seeking.

System 'initiatives' with little or no consultation must be curtailed. The new Australian Education Research Organisation must become a clearing house where new ideas are tested and evaluated. The determinations it makes must be accepted.

Rallies in Sydney, Newcastle, Wollongong, Canberra, Lennox Head, Port Macquarie, Tamworth, Wagga Wagga, Bathurst and Dubbo have sent Catholic employers the clear message that change is necessary for Catholic systemic schools to flourish.

Members are demanding fairer outcomes. The negotiation process is continuing. But beyond these negotiations, the NSW Government must lift its legislated 2.5% salary cap if teaching is to be made an attractive career choice throughout the state.

## **Bargaining in independent schools**

**Carol Matthews**  
Deputy Secretary



**The IEU is negotiating for better pay and conditions for members in many independent schools.**

#### **AIS independent schools**

The Fair Work Commission approved multi-enterprise agreements (MEAs) for teachers and support staff in about 200 independent schools represented by the Association of Independent Schools (AIS) in December 2021 and March 2022.

A number of schools that weren't included in the first round for various reasons were included in "mop up" subsequent agreements identical to the first round of MEAs. These are still before the Commission.

Members should know of improvements in the new MEAs as these are now legally binding. For early career teachers, a key change in the Standards and Hybrid Model MEAs is the date of progression to the Proficient Teacher pay level – this now takes effect from the next pay period after you are gain Proficient status.

You can check your new rate of pay and your conditions by logging into the IEU website ([www.ieu.asn.au](http://www.ieu.asn.au)) with your membership number. Do not hesitate to contact the Organiser for your school if you have any concerns.

#### **Catholic independent schools**

The IEU has been seeking to negotiate new multi-enterprise agreements for teachers and support staff employed in Catholic independent schools. But we are not close to any finalised agreements.

#### **Model A schools**

In last *Newsmonth* we reported that negotiations for new multi-enterprise agreements (MEAs) for the eight Model A Catholic independent schools had stalled in Term 1. IEU members were unhappy about the proposed pay increases offered by Catholic Employment Relations (CER) on behalf of the schools. The proposed pay rises were broadly in line with those that were agreed in mid 2021 for Association of Independent Schools (AIS) MEAs but these increases look miserly in the light of current and predicted inflation.

The union suggested a one-year agreement as an alternative to an agreement until December 2024. This was not agreed. On 31 May CER advised the IEU that the schools had no "new information relevant to bargaining".

However, "some of the schools" have agreed to pay an administrative increase of 2.04% backdated to February, in accordance with the usual payment date in the relevant MEA.

The IEU is unclear which schools will not pay an increase and has sought further advice from CER on this point. Please contact your IEU Organiser to advise of the increase that has been paid to staff in your school.

#### **Model B and C schools**

Although the group of about 30 Model B and C Catholic independent schools issued Notices of Employee Representational Rights in February this year, no negotiating meetings were held until 30 May. This was despite the IEU requesting several times that bargaining commence and that a pay increase be paid administratively to staff.

Chapters in several schools met in late May to express solidarity with members in Catholic systemic schools who were stopping work on 27 May and requesting that bargaining commence for Model B and C schools.

At the meeting on 30 May, CER advised that some Model B and C schools would pay an increase and it was agreed that a regular schedule of meetings would occur. The union spoke to our claim and requested that independent schools meet directly with the union to discuss how to address workload pressure in independent schools (rather than this issue be discussed only with CER).

After the meeting, the IEU received a letter from CER about an administrative pay increase stating: "We understand that all schools are participating; however, this letter does not guarantee that every school will award an administrative increase or that the increase will be of a particular sum."

This is mystifying. Please let your Organiser know of the increase being paid in your school. We will keep members informed on the progress of bargaining.



# New hope for Australian workers

**Pam Smith**  
Assistant Secretary



**Following the election of a new Federal Government on 21 May, Australian workers and their unions, including the IEU, are hopeful of changes that will bring fairer and safer workplaces, as well as a greater commitment to a more socially just and inclusive society.**

Some of the hoped-for changes include:

- The Fair Work Commission on 16 May made an in-principle decision in support of 10 days' paid family and domestic violence leave in modern awards, literally a lifesaving right for many women. Labor has committed to adding this leave to the National Employment Standards so that it can be accessed if needed by all workers, including IEU members in independent schools and in the early childhood sector.
- Pay equity is a major priority of the IEU, especially for members who work in the early childhood sector and for school support staff where pay inequities unfortunately continue. The current federal industrial laws make pay equity cases very time consuming and difficult, as the IEU experienced when conducting its Equal Remuneration Order case in the Fair Work Commission. Labor took a policy to the election for the establishment of a statutory equal remuneration principle to guide the Fair Work Commission and for a new Care and Community Sector Expert Panel and a Pay Equity Expert Panel to strengthen the Commission's expertise on gender pay equity and care sector work.

- Every worker should be safe at work and free from sexual harassment. The new Federal Government has committed to implementing all 55 recommendations of the Respect@Work Report. The IEU and other unions will continue campaigning to make sure women have safety, respect and equity at work.
- Enhancing access and affordability for early childhood education is a stated priority of the incoming government and the IEU hopes that there will be consultation with our union to ensure this important commitment also includes appropriate recognition and remuneration of teachers in the early childhood sector.
- The IEU strongly supports the Uluru Statement from the Heart and looks forward to working with the incoming government to ensure First Nations people have lasting constitutional rights to a Voice to Parliament.

IEU members also seek recognition as the voice of the education profession, a voice that was often ignored and sidelined under the previous government.

This all too often resulted in education policies being developed that do not support or reflect the realities of work in schools and early learning centres.

As expressed in the current Catholic sector Hear Our Voice campaign, respect is at the heart of the union's claim. The IEU hopes the new government will bring greater respect for our profession and new hope and opportunity for Australian workers, their families and communities.

## Unions unite to scrap pay cap



**The IEU attended a key wages summit as NSW public servants geared up to stop work on 8 June for a better deal for essential workers. Here's why it matters for IEU members.**

The IEU joined the NSW Teachers Federation, the NSW Nurses and Midwives' Association, the Public Service Association of NSW, the Australian Services Union and others at a specially convened summit on Sunday 5 June to talk strategies for smashing the NSW Government public sector salary cap that is also constraining Catholic school staff salaries.

The summit heard from Griffith University Emeritus Professor of Industrial Relations David Peetz who discussed his research into wage caps. On Monday 6 June, the NSW Government announced it would raise the salary cap from 2.5% to 3%. But it is not enough. With inflation running at 5.1%, Peetz's research found that the pay of a Band 2 school teacher would go backwards by \$2509 this financial year alone.

Union officials and members addressed the 100-strong crowd. Here are some excerpts:

### IEUA NSW/ACT Branch Secretary Mark Northam

"The Catholic employers watch and wait for what the NSW Government does before they make an offer to teachers and support staff. They will not put a cent more, nor a day before, on the table. We're in the federal industrial relations system, so our members have to engage in an arduous and complex voting process to take industrial action. Well guess what? Across NSW and the ACT, 94-95 percent voted for the right to take action. And when we took that industrial action, we thanked the Public Service Association of NSW because in 2019 they achieved decent pay rises for support staff in government schools. It has taken 85 hours of meetings for the Catholic employers to finally decide support staff in the Catholic systemic sector do the same jobs as their counterparts in government schools."

### IEUA NSW/ACT Branch Deputy President and secondary school teacher Tina Ruello

"During the pandemic, school staff were so valuable we were deemed essential. We are valuable to society. But we are a cheap source of labour to our employers. I teach a full load, six classes a day. On any given day I teach between 130 and 150 students of varying needs. I'm entrusted with their duty of care. Parents and communities rely on me to do what I do well. I value what I do, and I expect our employers to value it too. Our employers will cry poor and abrogate responsibility for a just wage increase. But I say to them: Do not hide behind the NSW Government wages cap."

### Unions NSW Secretary Mark Morey

"I want to know that when kids get up in the morning they can go to school on a bus, driven by a driver who will get them there safely, where they'll be taught by a skilled and professional teacher, and if they fall over in the playground and hurt themselves, they'll be taken to hospital by paramedics and cared for by nurses without having to wait eight hours."

Monica Crouch Journalist

## Present tense: Promise of a new government

**There's a new sheriff in town after the election of the Albanese Labor government in May. The new government (which, importantly, has the added benefit of broadly progressive majorities in both Houses of Parliament) promises to bring many benefits to IEU members in the post-secondary education sector.**

On education, the Albanese government has promised a big increase in funding for the TAFE sector. Given that TAFE has been systematically neglected under conservative governments at both state and federal level, this is a welcome development, and while TAFE is not normally IEU territory, any improvements to TAFE should spill over into private providers that wish to compete.

Labor has been careful to keep its refugee policy similar to that of the previous government (sadly), but one substantive difference is that Labor will look to double Australia's overall refugee intake to 27,000. This big increase will provide work for IEU members at education providers focusing on English and education programs for migrants.

Industrial relations has long been a significant point of difference between the two major parties. Labor policy is to improve elements of the *Fair Work Act* in bargaining, equal pay for women, protection for workers in the gig economy and those in insecure work, as well as other reforms.

The IEU's view is that these proposed changes do not go far enough, but we are hopeful that the progressive hue of the new Parliament may encourage the government to move further forward.

### Legal developments

In May, the Fair Work Commission finally handed down a long-awaited decision around family and domestic violence (FDV) leave, and it's good news for workers. The FWC has announced it intends to include 10 days of paid FDV leave, and given that Labor has long committed to include FDV leave in the National Employment Standards, it is now set to be a standard entitlement for all workers.

Meanwhile, the one substantive industrial reform of the previous government appears to be a damp squib. The Morrison government had legislated to enshrine a right of long term, casual workers to apply to become permanent. However, in a high-profile test case, one such casual worker has had his application knocked back.

Toby Priest has been employed at Flinders University as a casual for 16 years, but the Commission refused his application to be made permanent on the basis that it would cost his employer too much.

As with many things with the Morrison government, the reality has proved to be considerably less impressive that the announcement!

### Agreements update

The pandemic hit the post-secondary education sector particularly hard, but with borders now open again, we are starting to see a slow return to normality. International students are beginning to reappear on our streets and, more importantly, in the classroom – this has encouraged the higher-end colleges to recommence bargaining in recent months.

At UTS College, the IEU and the college have agreed to terms for a new agreement that will provide pay rises of 2.5% in both 2022 and 2023 which, considering the college ran a ballot to abolish the final increase of the last agreement (the ballot wasn't successful), is a fantastic result. Meanwhile, WSU The College looks likely to settle with pay rises averaging 2.5% over five years, and bargaining continues at UoW College.

On the other hand, EF Language Centre has been attempting to get its own agreement terminated by the Fair Work Commission. The IEU has opposed this every step of the way, though such is the nature of these things under the *Fair Work Act*, the college may end up being successful.

Keep in mind that enterprise agreements nearly always provide for superior pay and conditions to the award. If your college makes any attempt to terminate your agreement, please let us know.

Kendall Warren Organiser



# Principals support the Hear Our Voice campaign

The IEU thanks principal members for participant in the Principals' Sub Branch meeting on 7 May. The union also appreciates meeting with principal members at a breakfast meeting in Newcastle on 13 May. The Newcastle meeting included presentations to principals Larry Keating and Duilio Rufo recognising their 40 years of membership.

IEU members and officers greatly appreciate the understanding and support of principals in Catholic systemic schools for the IEU's protected action stop work for teachers and support staff on 27 May.

As principals will be aware, IEU teachers and support staff members in most Catholic systemic schools in NSW/ACT participated in a Protected Action Ballot for the right to take protected industrial action in support of the EA claim.

This vote for the right to take protected action was resoundingly endorsed in all dioceses, leading to the action on 27 May and the right to wear/display union insignia and to communicate with the school community about the Hear Our Voice campaign.

Principals in systemic schools, being covered by separate enterprise agreements, were not asked to participate in the ballot or in proposed industrial action, but the key issues in the union's claim are relevant to all members, including principals. They are also relevant for the independent school sector into the future.

Many principals have contacted the IEU to express support for their teacher and support staff colleagues:

"This is a campaign for everyone in education," said one. "It is about valuing teachers and support staff and enhancing respect for the education profession. We need to attract and retain staff by improving pay and working conditions and focusing on teaching, learning and student wellbeing rather than on admin and paperwork."

Another said: "Please can we have some justice for support staff? They need pay equity with the government sector. My school secretary is leaving to work where she will be better paid."

Another: "We need to address staff shortages if we are to have quality education into the future. As principal I spend

hours every week trying to get casuals and juggling staffing. The leadership team at my school and the specialist staff are all covering classes."

And another: "Prices are going up and not the pay of teachers and support staff. It's not sustainable to have stagnant pay and an ever-increasing workload. Let teachers teach and give them the professional planning and preparation time they need."

Our union greatly appreciates principals' support for this campaign, which is about the future of schools, the education profession and quality education.

The Term 3 Principals' Sub Branch meeting is scheduled for 7 August but the IEU always welcomes opportunities for diocesan or sector principals' meetings, either in person or via Zoom.

**Pam Smith**

Assistant Secretary/Principals' Organiser

## IEUA NSW/ACT 2022 Early Childhood Conference

# Reconnect

# Recharge

# Restore

**Members \$120**  
**Conference and dinner \$150**  
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For more information or to register your interest please visit  
<https://bit.ly/ECSConference22>

**Keynote speakers:** Jay Weatherill, Sharleen Keleher, Sarah Moore and Prue Carr

**Saturday 13 August 2022 at Aerial UTS Centre, Building 10 Level 7 235 Jones Street, Ultimo**



# Messages of support

The IEU was inundated with messages of solidarity for its rally and stop-work action on 27 May

“

**Angelo Gavrielatos, President, Teachers Federation**

The NSW Teachers Federation stands in solidarity with all members of the IEUA NSW/ACT on strike today. We are well past words. We have a profession in crisis. In solidarity.

**IEU VicTas Branch General Secretary Deb James**

“Your IEU colleagues in Victoria and Tasmania congratulate you on the stand you’re taking today. It takes courage and determination, but your employers have left you with little choice.

“You deserve a fair pay outcome. You need the time to do your job effectively. It’s time to cut out the paperwork and unnecessary administration that clogs up your day and eats into planning time.

“Teachers are turning away from the profession in droves and it’s no wonder. Staff feel undervalued, workloads are punishing, and yet you are constantly called on to do even more. It’s got to stop.

“Your employers need to hear your voice and be prepared to show you they are listening and taking your issues seriously. They need to come to the bargaining table with a decent offer to address your issues. You are fighting for the future of the profession and high quality school education

It’s time to raise your voices loud so the employers’ ears are ringing with the message you are sending.”

**Terry Burke, IEU QNT Branch Secretary**

“The QNT Branch congratulates NSW/ACT members for taking decisive action in your campaigns for wage increases that show respect for the work we do and for meaningful intervention on the horror of workload and work intensification.

“In striking you are striking back on the false assurances of Catholic employers on these fundamental issues. Real action is needed and you demonstrating that you are a union of strength and action!”

**Michele O’Neil, President, ACTU**

“Solidarity to all the IEU teachers and support staff on strike today in NSW and the ACT fighting for fair pay and to end staff shortages.”

**Labor Senator Tony Sheldon**

Solidarity with @IEUNSWACT teachers and support staff on strike today for well-deserved better pay and conditions. Joining your union and taking collective action is the best way to make your workplace fairer and safer.

**Catholic independent schools**

“This chapter expresses our support for the IEU campaign in Catholic systemic schools and our solidarity for our colleagues who stopped work on Friday 27 May.”

**Sonia Horner, NSW MP for Wallsend**

For the first time in 18 years, teachers and support staff in Catholic schools will take industrial action. Schools have been running on goodwill, but it’s rapidly evaporating. Teachers are totally exhausted; they can give no more. It is time for employers to listen to teachers and support staff, hear their voices and pay them what they deserve.

**IEU SA Branch Secretary Glen Seidel**

“The time has come to not be taken for granted! The SA Branch applauds your stand to control increasing work demands and to demand meaningful wage increases.

“It is time to make some noise and let the community and the employers know your grievances and your determination to have them resolved. Solidarity from SA.”

**Brett Holmes, General Secretary, NSW Nurses and Midwives’ Association**

“I send solidarity to all members of the IEU as you again face a battle around improvements and conditions. We’ve seen nurses stand up and fight back. It’s critically important that all unions work together to support each other and make sure that we get better outcomes and fair and just wages and conditions.”

**Arthur Rorris, Secretary, South Coast Labor Council**

“I’m so looking forward to seeing all you Catholic teachers out on the streets. It’s so important. We need to keep up with the cost of living and we need a better deal for our teachers.”

**Lauren Lye, Secretary, NSW Nurses and Midwives’ Association Dubbo Base Hospital Branch**

“On behalf of the Dubbo Base Hospital Branch of the NSWNMA, we commend you for your courageous action today, standing together to fight for what is right.

“Nurses and midwives share many of the frustrations teachers face. Excessive workloads becoming the norm, workplaces only maintained thanks to the goodwill of staff – and we know what it’s like to be pushed to breaking point.

“The pressure you also face constantly being expected to do more with less and forever battling to give the students in your classrooms and on the sporting fields the genuine education and guidance they deserve as our leaders of tomorrow.

“We understand firsthand the frustration and fatigue you feel working short-staffed and being denied the support and time you need to do your job well. Teachers here in Dubbo and across the state are severely undervalued, and you deserve a fair wage increase for the amazing work you do.

“Like nurses and midwives, we know teachers

don’t take industrial action lightly. But to win change, you have to speak out, stand up and fight. You have our support and we are with you in solidarity every step of the way.”

**Stewart Little, General Secretary, NSW Public Service Association**

“A big shout out to all the teachers, and support staff in the Independent Education Union. The PSA stands with you shoulder to shoulder, in getting fairness to you and all of your members.”

**Australian Education Union Tasmania**

“Solidarity to IEU members taking a stand for the profession where all professions begin.”

**Australian Catholics for Equality**

“A huge thank you to all IEU members from Catholic systemic schools in NSW and the ACT who turned out to rallies and marches in the thousands today.”

**Thirza White, General Secretary, Community and Public Sector Union Tasmania**

“Solidarity to support staff and teachers striking, it’s often the only way to get your voice heard and to secure action.”

**Michael Kaine, TWU**

Solidarity with all IEU members – great action to make the lives of educators and therefore students better across the country.

**Union Aid Abroad APHEDA**

It was wonderful to see Sydney Town Hall brimming with gutsy Catholic teachers who are taking strike action today. Solidarity to all the teachers who are seeking fair wages and conditions.

**Unions ACT**

What a turnout! Congratulations and good luck to all the Catholic school teachers and support staff striking today!

**NTEU ACT Division**

The NTEU ACT stands in solidarity with IEU members who are on strike today across NSW and the ACT. Proud to be at the IEU rally in Canberra this morning. Time for a fair deal for teachers and support staff.

**We don’t have space to fit all the messages of support. Others came from: Federal MP for Whitlam Stephen Jones, who attended our Wollongong rally (see p8), the ETU, FSU, Hunter Workers, IEU WA, Unions ACT, the RTBU, and the TWU. We thank them all.**

”

Compiled by Sue Osborne and Katie Camarena



**Kogarah High School Principal and member of the NSW Teachers Federation Julie Ross (right) spoke to the IEU’s Monica Crouch. Does this sound familiar?**

“We’ve got a 2.04% offer on the table, but that doesn’t meet inflation. We’re going backwards in terms of real wages and we just can’t do it anymore. We have crippling staffing shortages in our school. It breaks my heart when kids are coming to school, and I know that for their six periods, they’re going to be supervised but not learning. It’s outrageous – and this government has known about it for an extended period.

“There are three key issues that we want addressed: stagnating wages; intensification of workload that sees us spend so much of our time on data collection

and data analysis that doesn’t lead to better teaching and learning in a classroom; and we need the teacher shortage addressed.

“We’re not going to address it without first increasing wages. We need to give teachers time for planning, give teachers time for reporting. Don’t ask them to do it on top of their normal working hours.

“If we increase wages and address workloads, we’ll see an increase in young people coming into the teaching profession.”

**#HearOurVoice #MoreThanThanks**



Upwards of 750 IEU members fervently sang a reworked version of union anthem *Solidarity Forever* as they rallied in Wickham Park before marching to the Catholic Schools Office on Hunter Street.

Teachers and support staff travelled from across the Hunter to celebrate all those who work in schools, and to call on government and employers to address the uncompetitive pay and unsustainable workloads that are driving teachers from the profession and creating chronic disruptions in schools.

Support staff called on employers to match their salaries with those of their counterparts in government schools. They demanded backpay not phase-in, and a formal acknowledgement by Catholic employers that they have been undervalued and underpaid.

Despite these serious issues, the rally was a vibrant and energetic celebration – members had great fun and enjoyed the sense of power in their strong collective action.

Drums, whistles, cow bells and guitars combined with the loud and proud chants of members to create a carnival atmosphere that continued into post-rally celebrations throughout the afternoon.

"Two-point-zero-four, teachers walking out the door!"  
"Support staff we all agree, pay us like the DEC!"

These and other chants will be prominent in members' minds for many weeks to come.

Special thanks go to IEU members Vincent Cooper, Peter Criticos, Vicki McSpadden, Louise Dawson, Sarah Gardiner and Megan Williams for their help on the day. We also thank NSW MP for Newcastle Tim Crakanthorp and the Secretary of Hunter Workers, Leigh Shears, for their support.

And to the employers we say: Hear Our Voice!

**Therese Fitzgibbon** Organiser



## Solidarity Forever (Hear Our Voice version)

We came to the profession to inspire and to teach  
But we seem to spend our days and nights exhausted needing sleep  
We feel so unsupported, we've been thrown on the scrapheap  
But the union makes us strong!

Solidarity forever! Solidarity forever! Solidarity forever!  
And the union makes us strong!

The students are the victims of staff shortages and gaps  
And it's getting harder every day to keep our schools on track  
At times we feel like giving up and never coming back  
But the union makes us strong!

Solidarity forever! Solidarity forever! Solidarity forever!  
And the union makes us strong!

We say to the employers that it's time to Hear Our Voice  
We've been waiting for a long time, now they've left us with no choice  
So we're here to take some action, and in strength we will rejoice  
Because the union makes us strong!

Solidarity forever! Solidarity forever! Solidarity forever!  
And the union makes us strong!



# WOLLONGONG

After a week of constant rain, the sun shone brightly on MacCabe Park in Wollongong as about 350 Catholic systemic IEU members gathered in solidarity before marching to the Catholic Education Office on Market Street.

Members from as far south as Nowra and up into the Macarthur region and the Sydney Archdiocese arrived in jovial spirits as t-shirts, paddles and song sheets were distributed in anticipation of the rally.

Jodi Edwards from the Illawarra Aboriginal Corporation offered a deeply moving Welcome to Country which stilled the atmosphere. Jodi spoke of connection to place and the struggle First Nations people face to have their voices heard. She encouraged rally participants to seek the same, saying it would take strength and endurance.

IEU Organiser Tina Smith motivated members with a range of rhyming chants:

- Two point zero four! Teachers walking out the door!
- What do we want? Time to teach! When do we want it? Now!
- We have no choice! Hear Our Voice!

IEU member Jenna Hogan surprised and wowed the crowd with an impromptu version of John Farnham's 1986 hit "You're the Voice" – on the ukulele. IEU members, union affiliates and Labor's federal member for Whitlam, Stephen Jones (pictured right, second from top, in red tie) all joined in.

We thank all our South Coast members who joined in solidarity with their Catholic systemic colleagues across NSW and the ACT, postponing other commitments for a few hours in the knowledge that collective action generates the power for real change.

**Valerie Jones** Organiser  
**Tina Smith** Organiser  
**Pam Smith** Assistant Secretary





# CANBERRA

**About 350 teachers and support staff, friends and representatives of other unions joined the IEU's Canberra rally at Thoroughbred Park.**

Although many schools had declared a pupil-free day for professional learning, all but one ACT school was represented.

Many principals had advised parents there would be minimal supervision and asked them to make alternative arrangements for their children for the day.

From the NSW side of the Canberra-Goulburn Archdiocese the rally welcomed members from St Bede's Braidwood, St Gregory's Queanbeyan, St Joseph's Bombala, and Mount Carmel Yass. (Members from St Mary's Batlow and St Joseph's Adelong attended rallies closer to them.)

Kate McDonald from St John the Apostle Florey donned a range of costumes, including Super Woman, to lead the chants. Accompanied by drums, maracas, tambourines and cowbells, Kate took up the familiar 1980s movie tune Ghostbusters: "Who you gonna' call? Support staff!"

For teachers, she led with "We are keepers, show respect! Soon there will be no one left! Who should teach our students now? Well-paid teachers, who know how!"

Members from St Thomas Apostle Charnwood were particularly enthusiastic chanters.

Debra Slack from St Francis Xavier Florey spoke about the frustration support staff

experience from working in "understaffed and underresourced" schools.

IEU Vice President ACT (and teacher at St Thomas Aquinas Charnwood) Angela McDonald's invocations, with the response "Hear our voice!", sounded like a litany.

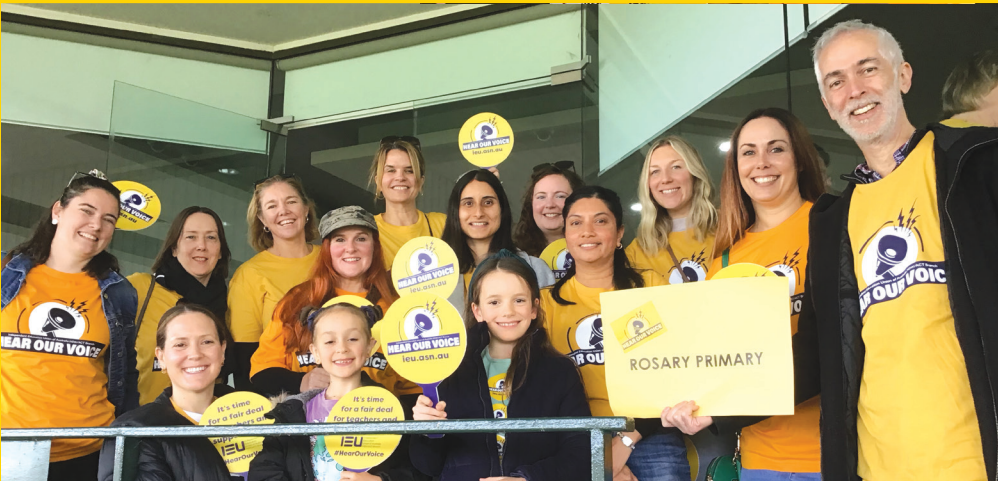
Daniel Burns from John Paul College Nicholls listed all the reasons a decent pay rise and reduced workloads are essential.

IEUA NSW/ACT Branch Deputy Secretary Carol Matthews (pictured top right, with Lachlan Clohesy, ACT Division Secretary of the National Tertiary Education Union) brought the rally up to speed on bargaining negotiations for the new enterprise agreement.

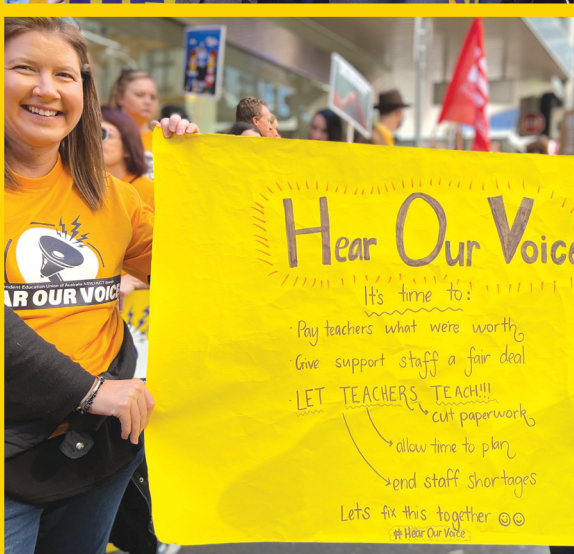
Solidarity means standing together to respect the work and rights of all union members and workers. The rally welcomed representatives from UnionsACT, the Australian Education Union, the Community and Public Sector Union, United Workers Union, Electrical Trades Union, Plumbers Union, the National Tertiary Education Union and the Construction, Forestry, Maritime, Mining and Energy Union, who all waved banners in support of the IEU.

"We have a vested interest in your success," said Patrick Judge, ACT Branch Secretary of the Australian Education Union. "The better you do, the easier it will be for us."

**Berna Simpson** Organiser







# SYDNEY

## Secretary's speech to Sydney rally

Excerpt from IEUA NSW/ACT Branch Secretary Mark Northam's speech to the Sydney rally at Town Hall on Friday 27 May.

"I acknowledge the Gadigal people of the Eora Nation and pay my respects to Elders past and present.

We're here today to make schools better. And we do that by paying teachers and support staff properly. We do it through sensible workloads and sufficient planning time.

It's time to smash that miserly 2.5% NSW Government salary cap. Catholic school staff are governed by federal industrial relations laws, but we are still caught by the NSW salary cap. Catholic employers have long insisted that any pay rise will not be "a cent more, nor a day before" what the NSW Government offers to your state school colleagues.

We say all school staff should be paid more.

Our support staff deserve pay parity with their colleagues in government schools.

Staff shortages are crippling, and morale is low. School staff are exhausted. We know of teachers in hallways monitoring two classes at the same time. We know you are taking too

many extras. We know there are not enough casuals, let alone permanent teachers.

University enrolments in teaching degrees have fallen, while school enrolments are rising. High school graduates do not see teaching as an attractive career. What's gone so wrong? Politicians are not affording teachers and support staff professional respect.

But the union sees your hard work. We saw your work during the pandemic, during the bushfires, during the floods. We appreciate all you achieve – day in, day out, year in, year out.

The union gets it – we know your rents are up, interest rates are up, grocery prices are up, and fuel is still going up.

Change and repair starts here – it starts with us. It starts with a decent pay rise. That 2.5% salary cap must go.

We've seen our colleagues in government schools march. We congratulate them. Now it's our turn to march for better salaries and conditions. It's our turn to protect our profession. It's our turn to say to Catholic employers and the NSW Government – you must do better."

**It's time to Hear Our Voice!**









# LENNOX HEAD

In organising a location for the North Coast rally, we were met with obstacles due to flood damage or venues being used as recovery centres.

Lismore is traditionally where members meet to march on the Catholic Schools Office.

But not this year.

Ultimately, Club Lennox at Lennox Head was our venue. We booked the room for about 50 people and were thrilled to see a gathering of more than 120 members. Many arrived in their Hear Our Voice t-shirts, the rest slipped into theirs on arrival.

North Coast Sub Branch President Kath Egan was a great MC. Members watched a video message from IEUA NSW/ACT Branch Secretary Mark Northam and responded with resounding applause.

Primary school teachers Jenny Allen (pictured bottom right) and Simon Smith along with secondary teachers Stewart Grant (pictured below left) and Michael Namrell gave speeches about their experiences with workload, pay issues and chronic staff shortages, which were inspirational.

IEU Industrial Officer Carolyn Moore spoke about the injustices support staff are experiencing.

Once the resolution (see front page) was read and passed, the gathering moved out onto the bowling green for media coverage by NBN.

Richard Ryan Organiser



# PORT MACQUARIE

More than 150 members in yellow t-shirts, some with glamorous-themed accessories, filled the Westport Club auditorium in Port Macquarie for the Hear Our Voice rally.

Members from all schools in the lower mid North Coast Sub Branch attended, with schools from Taree (Maitland/Newcastle Sub Branch) also represented.

Most telling were the stories of the teachers and support staff as they spoke of their reasons for acting.

Support staff spoke passionately about their desire for parity both in pay and long service leave entitlements. Many teachers talked about excessive workloads, while others spoke of their love for teaching and their fears for the profession's future.

Retired members came in support of their colleagues and spoke from experience of the work intensification they have seen. They called on employers to get rid of duplication and unnecessary 'administrivia'.

The meeting passed the rally resolution and cheered a call for continued action until our claim is met.

Steve Bergan Organiser  
Sandra White Organiser



# TAMWORTH

About 130 members from 10 schools joined our rally at West Tamworth Leagues Club, as Maddy Simmonds provided a Welcome to Country, in language, to commence proceedings.

Members came from McCarthy College, St Nicholas, St Joseph's and St Edward's in Tamworth, with the McCarthy contingent almost a rally on its own. They came from St Joseph's in Quirindi, St Michael's in Manilla, St Mary's College and St Xavier's in Gunnedah, O'Connor Catholic College in Armidale and from as far as St Mary of the Angels in Guyra to ensure their voices were heard.

Our voices certainly were heard across the diocese with other stop-work gatherings held in Barraba, Moree, Glen Innes, Armidale and Tenterfield.

IEU North West Sub Branch President Libby Lockwood (pictured right, second from top, speaking) outlined why members needed to take their first full-day strike action in 18 years. "I love my job, I love being a teacher, I love my students, I love my school," she said. "But I don't love being disrespected, undervalued and overworked."

To nods, cheers and the occasional cry of "shame!" from the crowd, Libby said: "Teachers go over and above the call of duty every day. We are dedicated professionals whose desire to do the best job possible is taken advantage of – parent-teacher nights, excursions, report writing, marking, sacraments, retreats, personal plans, and data, data and more data – the list goes on."

Organiser Charles Wheeler revved up the crowd with some noisy chants (not that they needed much encouragement), and IEU member and Aboriginal Education Assistant Kim Taggart said support staff are experiencing increasing demands yet they are still paid less than their counterparts in government schools.

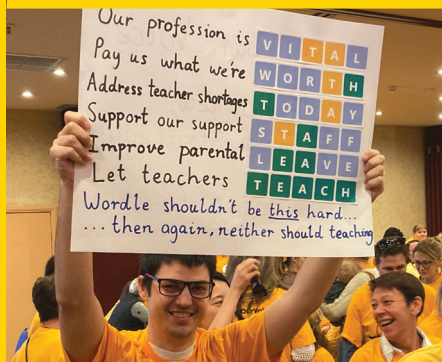
IEU member and high school teacher Andrew May spoke about the frustrations many members are feeling. "We are called upon to provide an education that is challenging, differentiated, engaging and individualised; we're called upon to become coaches, mediators, counsellors and social workers," he said.

Member Jono Dean (pictured at right, third from top), won best sign for his clever Wordle-themed placard. Jono happily accepted a special Hear our Voice scented candle.

"We're called upon to compile reams of data that are meant to improve educational outcomes, but are really just intended to punish schools for not meeting some bureaucratic ideal of how funding should be allocated."

There was considerable media interest in our rally. We thank Libby and Andrew for giving articulate interviews during the days leading up to the rally and on the day itself.

David Towson Organiser



# WAGGA WAGGA

An enthusiastic group of about 100 teachers and support staff rallied at Romano's Hotel before marching to the Catholic Education Office on Tarcutta Street.

"We have an ageing workforce and ever-increasing enrolments – we just don't have enough qualified teachers coming through to replace those who are either retiring or leaving the profession," said secondary school teacher Kel Woodhouse, who is also President of the IEU's Riverina Sub Branch.

"The profession's uncompetitive salaries and heavy workloads are putting young high school graduates off pursuing a career in education." Another teacher who participated said: "We love our work but we're worried about the future."

The rally heard from IEU Organisers Megan Bruce and Lyn Caton and warmly welcomed a few words of solidarity from NSW Teachers Federation Organiser Jack O'Brien (pictured top right with the IEU's Lyn Caton).





# DUBBO

The Dubbo rally was held on Show Day in beautiful Victoria Park with a march along main streets to state and federal MPs' offices and the Dubbo Office of Catholic Education Diocese of Bathurst, where the resolution (see p1) was delivered.

There were 50-60 members at the rally and most Dubbo schools were represented, with many from St John's College. Members also travelled from Wellington, Parkes and Gilgandra. We salute the travellers for joining us.

Signs were witty and well observed, including: "There's a hole in our future dear Perrottet, dear Perrottet" and a very poor school report: "NSW Government Report Card: F – funding F – pay F – teacher shortage F – teacher workload"

Thanks to rally speakers Louise Hughes, Central West Sub Branch President; Sarah Goodwin, Aboriginal Education Worker at St Laurence's Dubbo; Josh Brady, IEU Rep at St Laurence's Dubbo; Jeff Pratt, IEU Organiser and MC, and IEU Organiser Ann-Maree McEwan.

Sarah Goodwin offered a memorable Acknowledgment of Country, observing that our stop-work day was also the start of National Reconciliation Week. The theme of this year's Reconciliation Week, "Be Brave. Make Change", could also apply to IEU members, Sarah said.

Chris Rollo from St John's College stepped up to lead the chants with gusto and everyone was in fine voice as the Rally Pop-Up Choir sang *Solidarity Forever* (Hear Our Voice version, see p 7) a few times during the march.

Some colourful outfits, t-shirts, balloons and members' children made for a great rally.

Ann-Maree McEwan Organiser



More than 70 teachers, support staff and retired members from schools in Orange, Bathurst, Lithgow, Oberon and Kelso gathered at Paddy's Hotel in Kelso to protest their stagnating salaries and unsustainable workloads.

Aboriginal Educator and IEU member Kylie Martinez welcomed members and provided an Acknowledgement of Country.

Kylie, who is also a member of the IEU Executive, read out the resolution proposed by the Executive and the rally endorsed it unanimously.

IEU Organiser Jackie Groom addressed the crowd, outlining the lack of progress in the bargaining for a new enterprise agreement. She referred to the submission made by the Australian Catholic Council for Employment Relations to the Fair Work Commission's review of the national minimum wage, in which the Bishops advocate for an increase of 6.5%. At the same time, Catholic diocesan employers are offering just 2.04% to teachers – even as the Catholic submission to the Inquiry into Teacher Training acknowledges that salaries and conditions need to improve to attract and retain staff in Catholic schools.

The media interviewed teachers and support staff, who said they were on their first full-day strike since 2004 because they cared about their profession and providing the optimum teaching and learning environment for their students.

Members who had talked to parents and explained the reason for the strike action were confident parents saw the action as necessary if teachers and support staff were to continue providing high-quality education for their children.

Staff shortages, crippling workloads, admin and paperwork, and lack of proper time to plan are unsustainable and leaving staff exhausted.

IEU Organiser Greg McKinney read out messages of support from other unions and members marched to the Catholic Education Office where a delegation presented the resolution (see p1) to the Director and Head of Human Resources.

Jackie Groom Organiser

# BATHURST





Harry Stephens,  
an IEU member  
for 50 years, with  
grandchildren

# Addicted to teaching

*“A lot of the prac students have the qualities to be good teachers, and it’s disappointing to think they won’t become teachers.”*

**A dedicated English and history teacher since 1968 and a member of the IEU for 50 years, Harry Stephens has no intention of slowing down.**

The 75-year-old works for the Australian Catholic University (ACU) as a practicum supervisor, and volunteers for Mercy Connect, a Sisters of Mercy-led organisation that matches teachers with migrant and refugee students who need support with literacy.

In his own words, Harry is “addicted to teaching”. His addiction began when he graduated from the University of Sydney and started teaching at Liverpool Boys High School.

The students he taught there were among the best he ever encountered, he said. Many were from families billeted at Holsworthy Army Base, as their fathers were fighting in Vietnam.

Nevertheless, he left after only one year to move to Christian Brothers High School Lewisham, where he had also studied, as had his father before him.

In the mid-1970s, Harry was on the move again, this time due to a meteoric rise to principalship at St Raphael’s Catholic Central School, Cowra.

In the early 80s, he returned to Sydney at Christian Brothers St Patrick’s College at Strathfield, at a time when not many lay teachers were principals of Catholic schools. Harry became a curriculum coordinator instead, and the position suited him as his two sons also attended the school.

His final career move was to Maronite College Holy Family in Harris Park, where he finished his formal teaching career in 2011.

## Close connection

As previously mentioned, Harry has remained closely connected to the profession, moving among schools around western Sydney for his position with ACU.

He observes practicum students take a class two or three times during a six-week period, speaks with students in their class and teachers at the school, and writes a report for the university.

He also has discussions with the trainee teachers. “I find it disappointing that sometimes I say to a preservice teacher, ‘If I see you in five years’ time, will you be a better teacher?’ and they reply, ‘I might not be a teacher in five years’ time’.

“That’s very different from when I started in the profession, you survived for 50 years as a teacher and that was it. I think this is part of the reason schools are struggling to get staff.

“A lot of the prac students have the qualities to be good teachers, and it’s disappointing to think they don’t see themselves as becoming teachers on a permanent basis.

“Once they spend a lot of time in school on their prac, they see the effort teachers have to put in these days, in terms of admin.

“Parts of the prac are not really positive for young people, and they wonder whether or not they can cope.”

Harry said that in his volunteer capacity with Mercy Connect, he was sitting in on a class with difficult students, and observed a young teacher close to tears.

“I wondered if anyone would sit down and have a talk with her.”

Harry said that when he started his career in the 1960s, things were probably too loose and more regulation was

needed to protect students. His own prac, at Newington College Stanmore was “heaven” compared to what students experience today.

However, the regulation of teaching has gone too far, and young teachers like the woman he observed were being “lost in the shuffle”, he said, subjected to a great deal of pressure but often not cared for as individuals.

## Founding father

Harry was one of the founding members of the IEU and was the first editor of the union’s professional journal, *IE*. He said the union brought certainty and predictability to the teaching profession.

“It was luck of the draw if you landed at a good school where they treated teachers well in the 1960s,” he said.

“The IEU brings a degree of regulation,” he said. “People work so hard in schools and they deserve the care and protection from an organisation like the IEU.”

He said the current Catholic campaign which, along with better pay, calls for more respect for teachers and more time to teach away from admin and data collection, was on the right track.

“We need to focus on a teacher’s ability to concentrate on the 20-odd people in front of them in class every day,” Harry said.

Sue Osborne Journalist

# Carinya makes meagre offer

**At Carinya Christian School, which has campuses in Tamworth and Gunnedah, staff were paid an interim increase of 2.5% in 2021.**

At the time, the IEU members moved a motion of appreciation for their employer, noting that other independent schools offered their staff increases of less than 2.5% in 2021, while some, such as New England Girls School in Armidale, offered nothing at all.

Carinya Christian School (the employer), through its bargaining agent (the

Association of Independent Schools (AIS)), has since proposed increases of 2.0% for 2022; 2.0% in 2023; and 1.6% in 2024. The inflation rate today stands at 5.1%.

The IEU has attempted to negotiate better terms. In response, the employer withdrew its paltry 1.6% offer for 2024 and is now proposing a three-year enterprise agreement instead.

This is still an unsatisfactory proposal to the union and its members at Carinya.

The IEU requested 2.5% for 2022 and 2.5% in 2023 to bring Carinya’s pay rates

closer to the rates that cover more than 110 independent schools that are on the Standard Multi-Enterprise Agreement negotiated by the IEU and the AIS.

The AIS had advised the IEU that the employer had rebuffed this modest request. The employer has advised teachers that the agreement will be put to the vote on 7-9 June.

David Towson Organiser



## MEMBERSHIP news

A very warm welcome to all our new members. If you have any queries or questions relating to your membership please don't hesitate to contact us: [membership@ieu.asn.au](mailto:membership@ieu.asn.au)

We remind both continuing and new members to let us know if your circumstances change, as your employer does not advise us.

If your workload changes, you take maternity leave or leave without pay, change workplaces or retire, we need you to tell us. You can contact us via email ([membership@ieu.asn.au](mailto:membership@ieu.asn.au)) or give us a call (8202 8900, press 1) so we can update your record so your membership does not lapse and or you do not overpay.

### Claim your union fees as a tax deduction

The end of the financial year is upon us and union dues are a legitimate tax deduction. Statement of dues are not automatically issued so if you would like a summary please call or email us.

For members who pay via payroll deductions, because your employer makes the transaction, union payments will appear on your income summary available via your MyGov account. Your income summary will provide the most accurate summary.

Payroll deductions are not portable between employers and not all employers offer this service. If you have moved schools or are soon to move, please check with us whether your new employer offers this service. We are happy to contact your new employer where the service is available but will only do so with your permission.

**Membership Team**  
8202 8900 (press 1)



**Join the IEU**

# What a week!

**Chris Wilkinson**  
President



**Congratulations to members in Catholic systemic schools who joined in our stop-work action on Friday 27 May and attended one of the 10 rallies and marches throughout NSW and the ACT.**

A huge thank you to all who dressed up in yellow, made some amazing posters and signs, joined in the chants and singing, then marched to Catholic Education Offices so the employers could Hear Our Voice!

Thank you to all of you who spoke about your working conditions, staff shortages, lack of planning time and of course pushing to be paid a wage we all deserve.

It was wonderful to see so many support staff among the rallies, as well as those who spoke about their conditions and the urgency for pay parity with their counterparts in government schools.

After so much rain, we were blessed with sunny conditions which saw thousands chanting and singing loudly.

Thanks must also go to IEU Organisers who organised rallies, encouraged members to attend and speak, distributed t-shirts, paddles, flags and posters and led the chanting. Thanks to the marshalls who made sure everyone was safe throughout the event. We will continue to push for our voices to be heard and our claims met.

I am sure you will all agree that the teacher shortage must be addressed to

allow teachers to do what they love doing – teaching not babysitting. The students deserve better and should be treated much better. They attend school to be taught, to learn and be challenged, not to merely sit in a classroom or library and be told to read a book or complete a worksheet.

Term 2 is well under way and the colder weather is upon us. Stay safe and well and continue doing what you love doing – teaching. Best wishes for the remainder of the term so you can enjoy the well-deserved holiday in July.

I look forward to continuing to support you and working with you.

# Proud of our voice

**Bernadette Baker**  
Vice President Systemic



**The combined voices of members in Catholic systemic schools attending rallies on 27 May is evidence that we will be heard. Our collective and individual voices are powerful, and we are proud to have our opinions, needs and priorities confidently stated.**

It is an amazing experience to stand with, march with and chant with like-minded people.

Our experiences in classrooms across all systemic schools are valuable and must not be underestimated. The people who make the decisions about our working conditions enjoy a working environment that is unlike the reality of the education system we support.

Teachers and support staff are the backbone of the Catholic systemic education system; it is they who are there for the students, their parents and the community. We are the ones who make it work – not someone sitting in an office far away from the school.

They underestimate our capabilities.

They underestimate our determination.

They underestimate our anger.

They underestimate our voice.

Pope Francis said unions protect and defend the dignity of work and the rights of workers. We are here to defend the dignity of our work, to be duly compensated and to prove we are worth more.

Our employers do not adequately respect or value our profession. Our professionalism and skills are not valued. We are constantly being told how to do our job by people outside the profession. Everyone thinks they know what a kindergarten or English teacher does because they were in kinder or an English class some time in the past 50 years.

The red tape and administrative tasks have increased, taking up more and more time and brain space and there's nothing to show for how they supposedly improve our teaching – just storage systems.

There have been multiple reviews of the NSW education system over the decades. In 2011, the NSW Liberal Government under Premier Barry O'Farrell stripped the NSW Industrial Relations Commission of its autonomy: it no longer had the power to award pay rises above the state government's salary cap.

This effectively scrapped work-value cases and capped public sector teachers' wages, to which salaries in the Catholic systemic sector are closely tied. Workload intensification is the biggest deterrent to attracting and keeping teachers in front of classes. The erosion of real wages has exacerbated the issue.

So, in this campaign, with the people standing beside you, we are here to speak out, call out, yell out. We are here to have the employers and government hear our voice. It is a strong voice. It is a loud voice. It is a voice in unison.

We will not go quietly!

We will not be silent!

Hear our voice!

# Justice for support staff now

**Carolyn Collins**  
Vice President Support Staff



**Pope Francis said that the right to organise in unions is a fundamental protection for workers. We had no rain on our recent rallies, so God is on our side. Take note, Catholic employers!**

We don't take protected industrial action lightly. By this very act, we are sending a strong message to our employers that we are not going to sit idly by and allow them to disregard our claims. These are not over-the-top claims; they are fair and just claims.

How long do support staff have to fight for justice? There is no recognition for our years of experience. Many of us have university degrees and extensive experience, but this is not recognised. Why? Other sectors recognise prior learning and experience.

I've been a union member since 1992. After every hard-won change to our enterprise agreement – gained through blood, sweat and tears – I have felt soul destroyed by the employers, their lack of respect and

failure to understand the work we do. We are professionals. Schools cannot function without committed support staff.

We should not have to fight for justice. During the COVID lockdowns, who was still in schools day after day helping to supervise students? We were! Quite often we were the conduit between school and home. We helped teaching and learning continue. We deserve justice and we need employers to hear our voice!

The employers have refused to budge on our claim for parity with teachers' long service leave entitlements. But when it suits them, the employers are willing to compare us with the government school system, if their entitlements are lower. The Catholic employers complain fairness is too expensive. Well, justice has its price.

Our low wages and lack of access to a fair, incremental step structure and job security represents the employers' lack of respect.

How can support staff make decisions about their lives when many don't know how many hours they'll be working from year to year? It is cruel!

In 2019, support staff in government schools received a significant wage increase after protracted negotiations. We took this to the Catholic employers, who tried to say our roles were different. Finally, they agreed with the IEU to set up a joint working party to assess our claim for parity. Job for job! Like for like! We proved our roles are not significantly different to those of our government school counterparts. Yet we're still no better off.

After much back-and-forth between the employer and the union, the employers have made an 'in-principle offer'. But what does this really mean? Can they be trusted to follow through? Why some increases this year and some next year? Give it all to us now! We are already doing the work.

Urge non-members in your school to join us in this fight. Together we can all win. We have strength in numbers, we are more powerful, and our voices will be heard.



# It's time to get serious about teacher time

For many years, the constant refrain of teachers and their representative unions has been the negative impact of the erosion of time for teaching and learning in schools.

The combined impacts of a dense curriculum, diminishing respect for professional judgement and a relentless increase in compliance paperwork have had entirely predictable results in both declining student learning outcomes and increasing teacher burnout.

The NSW Curriculum review and reform, led by Professor Geoff Masters, *Nurturing Wonder and Igniting Passion: Designs for a New School Curriculum* (April 2020) confirmed what teachers know all too well: diverting teachers from the core work of teaching and learning increases the demands on teachers for no worthwhile purpose – it decreases the time for proper assessment of readiness for learning and consolidation of knowledge and concepts for students.

The Gallop Report, *Valuing the teaching profession: an independent inquiry* (2021) and the Grattan Institute Report, *Making Time for Great Teaching* agree: a commitment to eliminating unnecessary 'administrivia', providing appropriate release for preparation and assessment, and removing duplication that wastes teacher time are essential steps in restoring an appropriate balance between accountability and the core work of education professionals – teaching.

As a response to these imperatives, NESA has made changes to its school registration and accreditation compliance documentation, the Registered and Accredited Individual Non-government Schools (NSW) Manual and the Registration Systems and Member Non-government Schools (NSW) Manual, previously commonly known as the RANGS manuals.

At the time of writing, a tracked changes version of one of the manuals was still accessible on the website along with versions in which the changes have been accepted:

- With tracked changes (Registered and Accredited Individual Non-Government Schools NSW Manual): [bit.ly/3Q2PAOj](https://bit.ly/3Q2PAOj)
- With changes accepted (Registration Systems and Member Non-government Schools NSW Manual): [bit.ly/393cAfG](https://bit.ly/393cAfG)

While some of the changes relate to practices and procedures with which schools need to comply to maintain their registration, other provisions in the manual deal with the daily work of teachers, particularly as it relates to curriculum and programming.

For example, the tracked changes version of the Registered and Accredited Individual Non-government Schools (NSW) Manual states the following:

"A school must also maintain, until the end of each calendar year, teaching programs for each unit of work for each Year/class that correspond to those identified in the scope and sequence of learning/units of work.

"Schools must be able to demonstrate evidence of alignment between NESA syllabuses and the school's curriculum documentation including scope and sequences, teaching programs and assessment plans used by the school. In some circumstances, upon request or as part of an inspection visit, a school may need to provide student work that demonstrates alignment to the teaching programs evidence relating to the evidence relating to the standard of teaching have been struck through."

While some aspects of the previous manuals have been consolidated, as in the example above, other items relating to the standard of teaching have been struck through (that is, they will be removed):

Evidence relating to the standard of teaching includes:

- consistency between the various elements of the school's curriculum including NESA syllabus outcomes, scope and sequence, teaching programs, assessment records and samples of student work
- records of teacher reflection/evaluation of the effectiveness of teaching and learning activities
- records of the progressive achievement of students over time.

As you can see in the example above, records of evaluation and reflection have been removed from the list of components that were previously required as part of a teaching program. Discussions between NESA and the IEU have constantly affirmed that teachers will continue to reflect on and evaluate their programs and learning activities as a professional responsibility, but documentation of their deliberations and reflections is no longer required by NESA.

The IEU has also consistently maintained the position that it is essential to respect professional judgement and minimise excessive paperwork. Unnecessary and duplicative administrative tasks are more than a waste of precious time and energy. They also have destructive impacts on student outcomes and teacher wellbeing. Professional documentation should rely on line-of-sight and only record what is necessary, without providing explanatory annotation.

## Next steps

NESA has advised that there may still be some changes to the manuals over the coming months, with simplification of language and possible formatting amendments to be completed.

Consultation with the profession is scheduled to take place in Term 3 and Term 4 this year. The union has been assured that apart from minor adjustments to clarify text or improve format, the Curriculum section of the manuals will not undergo further change.

Union members should feel free to initiate conversations around these changes, with a view to streamlining programming practices at school level. While employers have the right to request documentation for their own purposes, the IEU believes that, out of respect for the profession, there is a need for transparency around any such requirements.

It is essential that teachers have a clear understanding of what is required for compliance by state or federal authorities and what is an overlay originating with employers or at the school level.

Your IEU Chapter may like to have a meeting to discuss workload at the school, particularly in light of these changes. We invite you to get in touch with your organiser to arrange a meeting.

Veronica Yewdall Professional Officer



## Don't forget your WWCC

An application for a NSW Working With Children Check (WWCC) clearance can be done on the NSW Office of the Children's Guardian (OCG) website.

The applicant then has 28 days to present their application number at a Service NSW Centre and have their identification verified.

Once proof of identity has been submitted by the applicant, it can take up to four weeks for the OCG to receive National Police Criminal History results. Processing of the National Police Criminal History may be delayed if:

- the application form was not completed correctly
- the applicant has not included

former names (including aliases) on the application form

- the applicant has a common name shared by more than one person
- the applicant has submitted both paid and volunteer applications.

The WWCC screening process checks the following groups of records:

1. The applicant's National Police Criminal History. The records that are reviewed include:

- convictions (spent or unspent)
- charges (whether heard, unheard or dismissed)
- juvenile records.

2. Any findings of reportable misconduct by a relevant entity, which include:

- Sexual misconduct committed against, with or in the presence of a child, including grooming a child
- Any serious physical assault of a child.

If some police or workplace records are identified, the OCG will review these records to see if further assessment or information is required.

If no police or workplace records are identified, the applicant is issued a WWCC clearance in NSW for five years.

Russell Schokman Policy Adviser



# Want to teach interstate? Here's what you need to know

## There is currently no system for automatic mutual recognition across the states and territories for teachers in Australia.

Members may be aware that the Australian Government is implementing a scheme to cut red tape for skilled workers, with the aim of increasing occupational mobility across the country.

The teaching workforce is currently exempt from the provisions of this scheme due to the disparities that exist between the states and territories on matters such as teacher accreditation and child protection provisions.

Work is currently underway between the various jurisdictions to achieve a closer alignment on these and other issues, but teachers living in border regions who may want to work in both states, or teachers moving from one state to another, will need to comply with the requirements set by the applicable regulatory authority, such as the NSW Education Standards Authority (NESA) or the Teacher Quality Institute (TQI) in the ACT.

## Teaching in another state

Each state or territory has its own regulatory body for teachers. In NSW, that body is NESA. Although there may be slight differences in the application process, there are some commonalities at the time of writing.

It is important that you have not allowed your registration (more usually called accreditation in NSW) to lapse. Other jurisdictions are partly relying on NESA's oversight as part of their decision to grant mutual recognition. Maintaining your accreditation in NSW until you have been recognised in another state includes paying your yearly fee to NESA

and making sure your Working With Children Check remains current.

Proof of identity must be supplied, including former names, and eligibility to work (citizenship or residency status).

Evidence of qualifications is required. You must apply for the background check that applies in the state or territory where you wish to work. As an example, the ACT requires teachers to apply for the Working With Vulnerable People card as part of the submission process.

## Regulatory authorities

- Australian Capital Territory: ACT Teacher Quality Institute
- Victoria: Victorian Institute of Teaching
- Queensland: Queensland College of Teachers
- Northern Territory: Teacher Registration Board of the Northern Territory
- South Australia: Teachers Registration Board of South Australia
- Western Australia: Teacher Registration Board of Western Australia
- Tasmania: Teachers Registration Board of Tasmania

## In the ACT and want to work in NSW?

Teachers in the ACT who are moving to NSW, or who live close enough to the border to work in both jurisdictions, need to apply for initial accreditation with NESA as a first step.

To complete the initial accreditation process you will need to supply:

- Certified copies of university transcripts and awards for completed qualifications
- 100 points of identification

- A current NSW Working With Children Check (WWCC) clearance for paid employment issued by the NSW Office of the Children's Guardian
- Completion of an approved English language proficiency test if your qualifications are from a country where English is not the main language.

Once you have completed these steps you will be able access your online NESA account and finalise the Teacher Registration task.

## Fee exemptions

If you do not live in NSW and do not teach exclusively in NSW, you may be exempt from the annual NESA accreditation fee.

To claim the exemption you will need to provide the following evidence:

- current full registration in another state or territory
- a statement of service or other proof that you work as a teacher in a jurisdiction outside NSW
- proof of interstate address

There may well be some changes as the states and territories work towards automatic mutual recognition, so members should check directly with the regulatory authority in the jurisdiction where they are seeking employment for the most current information at the time of application.

Veronica Yewdall Professional Officer

## ENVIRONMENT GRANTS

### Apply for your workplace

IEU members are invited to apply on behalf of their schools, colleges or early childhood centres for one of six grants of \$3000 each, sponsored by Teachers Mutual Bank and the union, to help with their environmental projects. TMB and IEU have a proud history of funding and supporting education projects that bring sustainability initiatives to life.

There is no definitive list of possible activities, but typical projects include habitat conservation, biodiversity and tree-planting, outdoor learning areas, vegetables in kitchen gardens, organic produce, water and energy saving, waste, recycling and composting projects, and Aboriginal and Torres Strait Islander environmental projects.

The eligibility criteria include long-term viability of the project, a link to a broader environmental education strategy, and effective management of the project.

## Key dates

Applications open: **Monday 18 July 2022**

Applications close: **Friday 23 September 2022**

There is an expectation that successful recipients will provide a brief video presentation along with image files at completion of the project outlining how their project has progressed and what have been the benefits to their school or centre.

Winners will be announced in early October 2022, with a formal presentation proposed for the AGM.

For more information on the application process, please contact [environment@ieu.asn.au](mailto:environment@ieu.asn.au)

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# Frontal attack on super

**In the dying days of a desperate, decaying government, a plan was hatched. Let's let first-home buyers dig into their super to purchase a home. No need to think about them later when their super balance is eroded because of the loss of not only the capital, but the compound interest which would have been applied to their withdrawal had it remained in super. We won't be around then as those who take the money out now will most likely be young and their retirement benefit will be substantially reduced because of this measure.**

This idea has been floating around for years but has been rejected as imprudent by Liberal and Labor Prime Ministers alike. Paul Keating described it as “a frontal attack on super”– which it was. A desperate attempt to gain votes.

Let's face it, many in the Liberal/ National Party hate super! It's collective, it's progressive, it's looking after working people so they can have a dignified retirement. It provides low cost life and income protection insurance. It provides member appointed trustees on boards making significant financial decisions for the benefit of their members.

The guiding principle of compulsory superannuation was set out by the Keating government when it was introduced in 1992. The 'sole purpose' of superannuation is to provide retirement benefits for members and their dependants (as described in the legislation). Not to purchase property, not to pay for education, not to subsidise travel, aged care or medical costs. If the LNP government had been serious about helping first home buyers, why not go to the source of the problem – affordable housing supply. Why not build more houses and public housing rather than throw more money at an already inflated housing market? Where's the plan?

And of course, there was no thought given to the obvious result of this ill-conceived policy – housing prices would increase substantially because of the extra money in the system. And who would be the beneficiaries? The property sellers. The buyers would be hit with a double whammy – higher house prices and a reduced retirement benefit. Keating's point was that the tax concessions provided through super were there to produce income in retirement and that the super

balances had to be preserved to gain the benefit of compound interest throughout a working life. In relation to this proposal, Keating said before the 21 May election: “The Libs believe ordinary bods should be happy with the age pension. Let them know their place. If the public needs yet another idea to put this intellectually corrupt government to death, this is an important offence – and with this government, it's unprincipled prime minister.”

The idea of releasing super to pay for housing goes back to 2015 when a suggestion by Joe Hockey introduced the idea. It has since been propounded by several of the Liberal hounds on the back bench (one of whom no longer has a seat). But Industry Super CEO, Bernie Dean, estimated that using super savings for housing would drive up property prices by 16 percent in Sydney, nine percent in Melbourne and eight percent in Brisbane and 14 percent in Perth. Labor's former housing spokesman (now Education Minister), Jason Clare, described the proposal as throwing fuel on the fire that would drive up housing prices. Even the Financial Services Council warned, “The FSC is concerned that the government's proposal weakens the sole purpose of superannuation, which is to provide higher standards of living in retirement”.

Fortunately, with the change of government, this proposal will not go ahead, but it does illustrate the extent to which a desperate government will go to win votes. The honey pot of superannuation is just too tempting for governments to use to solve their own short- and medium-term problems. But it is reassuring for us to know that the Albanese team is fully committed to the core principles of superannuation (the sole purpose test) and to the phased in increases until the employer contribution reaches the full 12% in 2025. After all, they follow in the footsteps of the architect or our world-class retirement system, Paul Keating.

**Bernard O'Connor**  
(former NGS Super Company Secretary)

**ngs  
Super**

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Eora Nation

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### Our locations

Sydney 485-501 Wattle Street, Ultimo NSW 2007 8202 8900

Parramatta Level 2, 18-20 Ross Street, Parramatta NSW 2150 8202 8900

Newcastle 8-14 Telford Street, Newcastle East NSW 2302 4926 9400

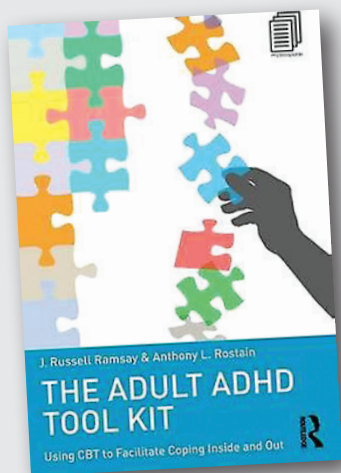
Unit 4, Lismore Professional Centre 103-105 Molesworth Street, Lismore NSW 2480  
(office temporarily closed due to floods, call the IEU on 8202 8900)

ACT Units 11 & 12, 3-5 Phipps Close, Deakin ACT 2600 temporary ph: 0473 573 940

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# Giveaways



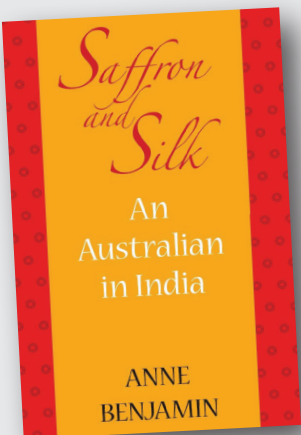
## The Adult ADHD Tool Kit: Using CBT to Facilitate Coping Inside and Out

Authors: J Russell Ramsay  
and Anthony L Rostain  
Publisher: Routledge

A central source of frustration for most adults with ADHD is that they know what they need to do but they have difficulties turning their intentions into actions.

These difficulties also interfere with their ability to use self-help books and to get the most out of psychosocial treatments that provide coping strategies that promise to improve their functioning.

The authors discuss many different settings in which ADHD may cause difficulties, including work, school, matters of physical health and wellbeing, and the issue of excessive use of technology.



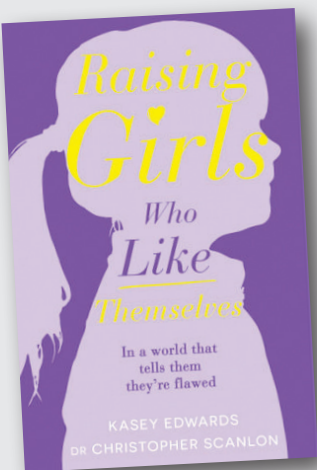
## Saffron and Silk: An Australian in India

Author: Anne Benjamin  
Publisher: David Lovell Publishing

*Saffron and Silk* opens with a wedding between two unlikely lovers: a handsome 30-something Indian-born development worker and a 30-something Catholic academic from Sydney.

The bride has left the predictability of her life in Australia to marry and live in the South Indian city of Chennai. Throughout *Saffron and Silk*, readers enter into the bride's new family and their Kerala origins and into some of the rich culture of Tamil legends and history. She shares her struggles and frustrations as a 'foreign wife' and her insights into both the domestic minutiae of everyday life and the macro challenges of poverty.

The author concludes the book with stories of more domestic matters – motherhood, women and travel. The author has a direct connection with every story in this book and she uses her personal experience to explore larger issues of India's culture and history, making *Saffron and Silk* a personal insider story of some of the treasures and dilemmas of a country that is increasingly significant to other countries.



## Raising Girls Who Like Themselves In a World that Tells them they're Flawed

Authors: Kasey  
Edwards and  
Dr Christopher  
Scanlon  
Publisher:  
Penguin Life

When you raise a girl who likes herself, everything else follows.

She will strive for excellence because she has faith in her ability to achieve it and the confidence to pick herself up. She will nurture her physical and mental health because it's natural to care for that which you love.

She will insist on healthy relationships because she believes she deserves nothing less.

She will be joyful and secure, knowing that her greatest friend and most capable ally is herself.

*Raising Girls Who Like Themselves* details the seven qualities that enable girls to thrive and arm themselves against a world that tells them they are flawed. Packed with practical, evidence-based advice, it is the indispensable guide to raising a girl who is happy and confident in herself.

Free of parental guilt and grounded in research, *Raising Girls Who Like Themselves* is imbued with the warmth and wit of a mum and dad who are in the same parenting trenches as you, fighting for their daughters' futures.



Email entries to [giveaways@ieu.asn.au](mailto:giveaways@ieu.asn.au) with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 28 July 2022.

# We're on track for carbon-neutral by 2030.

## Find out how we're tracking and what we've done to date as we embark on our decarbonisation journey.

We recognise that this is the moment in history to take drastic action to to address climate change. That's why, just over 12 months ago, we announced our ambitious target to transition our portfolio to carbon neutral by 2030. We've since set an interim target — by 2025, we aim to reduce carbon in our portfolio by 35%. We're excited to fill you in on the progress we've made so far, and what we have planned for the future.

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