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Independent Education Union
of Australia NSW/ACT Branch
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Special 24-page issue
Full rally coverage p2, 8-18



More than 20,000 teachers and support staff took a stand for better pay and conditions on 30 June as the IEU and the NSW Teachers Federation united for a historic strike, rallies and marches throughout NSW and the ACT. It is the first such joint action since 1996.

At the Sydney rally, Catholic systemic teachers and support staff sporting bright yellow t-shirts and waving clever placards convened in the St Mary's Cathedral forecourt before stepping out onto College Street, marching proudly towards their government school colleagues, who were unmissable in red t-shirts.

At the Hyde Park intersection, the two unions merged, surging onto Macquarie Street united behind a single banner sending a powerful message: "Teachers united".

Chanting "Hear our voice!" and "More than thanks!" at full volume, the massive crowd, accompanied by a media pack of major networks, made its way to Parliament House. The NSW Premier and Catholic employers were put on notice.

"The pressure on the teaching profession has reached boil-over point," said IEUA NSW/ACT Branch Secretary Mark Northam, addressing the rally that stretched from Hunter Street in the north to Hyde Park in the south, with one media outlet describing it as "one of NSW's biggest ever strikes".

"Teaching has become a profoundly more complex job over the past two decades. Yet over that same period, salaries have failed to reflect the incredibly demanding nature of the work of teachers and support staff.

"So how are we going to fix it?" Northam asked. "It's quite straightforward. Raise teacher salaries so they're comparable with other professions. Increase release time to provide teachers with the capacity to do their job. And ensure Catholic systemic support staff are paid the same as their government school counterparts."

IEUA NSW/ACT Branch President Christine Wilkinson was similarly unequivocal. "Our Catholic system is broken," she said. "Teachers are broken. They're drowning in a sea of ever-increasing workloads and admin tasks. Our support staff aren't getting a fair go.

"Work-life balance has long gone. Good teachers are leaving the profession because they want their lives back. Young graduates do not consider teaching to be a viable career – they see and sense their teachers are exhausted."

Wilkinson reiterated the IEU's key claims. "Pay teachers what they're worth – an increase of 10% to 15% over two years. Give our support staff a fair deal. Let teachers teach – cut the paperwork and allow time to plan. And end the staff shortages. Together, we can do this."

NSW Teachers Federation President Angelo Gavrielatos likewise did not mince words. "We all know about the teacher shortage, but this crisis cannot be fixed without fixing the salaries and the workload problem," he said.

"The Premier said in April that he would reconsider the government's wages policy. He said no public sector workers should be worse off because of inflation – which is predicted to be 7% this year.

"We are serious about negotiating an agreement to deliver what teachers in schools need. But in order for us to do so, they've got to scrap that pay cap," Gavrielatos said.

Catholic employers and the NSW Government were left in no doubt as to how strongly teachers and support staff feel about the crisis in schools.

"The union is calling on Catholic employers to publicly state their position and support our claims for increased salaries," Northam said.

So, what's next? Employers, it's your move. The Catholic employers have said they cannot meet with the IEU again until the end of July.

Monica Crouch Journalist

Secretary's speech and Sydney rally photos, pp 12-13



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This publication was produced on the unceded lands of the Gadigal People of the Eora Nation. The IEUA NSW/ACT Branch acknowledges the Aboriginal and Torres Strait Islander peoples as the traditional owners of the lands where we live, learn and work, and pay our respects to their Elders past and present.

What you said



Joanne, St Joseph's Primary School, Schofields

I'm here to support support staff. We're not paid the same as support staff in government schools, so we've got a bit of catching up to do. We do the same work to the same level of quality, but we don't get paid the same, and our employers know it. I'm also here to support the

teachers because I see every day what they do, and they need more recognition and more time to teach.

Chris, St Luke's Catholic College, Marsden Park

Since the second Covid lockdown I've been feeling incredibly deflated with teaching as a profession and underappreciated by government and everyone outside of the teaching environment to the point I've seriously considered leaving the profession.



Tim, Parramatta Marist: Teaching's a thankless job and it can be very frustrating that we feel walked over when we should be rewarded for all the time and effort we put into teaching our students.

Jarryd, Parramatta Marist: I work with a lot of colleagues who put in a lot of hours and do a lot of extras all the time, and it's just becoming too much.



Candy, St Agnes, Matraville and Our Lady of the Annunciation, Pagewood (front row, third from left, with colleagues from both schools)

We're here today because we're tired of all the data, all the paperwork and all the time we have to spend out of the classroom doing other jobs.



Peter, Aquinas Catholic College, Menai

We need this. We've been waiting for so long to get the two unions together so we can get better conditions, get more students coming through to become teachers, better education, better economy, better future.



Jill, St Charles Catholic Primary School, Ryde: I'm here so the young ones don't lose pay in real terms and for the support staff, so they can get what they're worth.

Sandra: I'm at the end of my career. We've worked really hard for what we've got and it's being taken away. The young ones deserve better.

Theresa, St Therese's Primary School, Lakemba

Learning support staff want the best for the children and we are stressed trying to give that support. In Catholic schools we're not paid equally to support staff in public schools and we want that heard.



George, De La Salle, Caringbah

I'm here to get wage justice for support staff. They've been undervalued for too long.

Tania, St Ursula's College, Kingsgrove

We're getting bogged down with more and more admin, we're getting less time to spend on our classroom teaching.

Karen, St Ursula's College, Kingsgrove

The amount of work we're doing is untenable and it's time to make a change.

Mark, St Ursula's College, Kingsgrove

We really need to address the staff shortages and poor working conditions, we need to fix it to make it better for all involved.



John, Penola Catholic College, Emu Plains

I hate being away from the kids. But I'm here because we just don't have the time to be with the kids. We need more teachers and more time to plan instead of all this paperwork.

Amanda, St John XXIII Stanhope Gardens

I'm passionate about my job and I put a lot of time into it. I want this to be my whole career but if I keep going at this rate, I'm going to burn out before I hit the 10-year mark.



Liz, St Mel's Primary School Campsie

Teachers need a pay increase that keeps up with the complexity of our work. We need more planning time. We all do work home and on the weekends and it's really eating into our lives. It's not sustainable.

Jo, Marist Sisters College, Woolwich

Teachers deserve a better deal. I've been teaching for 23 years and I think we've never worked harder and longer, and I want all of our students to have the teachers they deserve.



Staff from St Ursula's College Kingsgrove

The signs say it all.

Monica Crouch
Katie Camarena
Journalists



Mark Northam

Secretary



A joint meeting of IEU and NSW Teachers Federation Executives took place in June and the decision to strike was unanimous. What followed made history (see p4).

IEU members are energised and engaged. After our first stop-work action on 27 May, more than 26 new schools joined the fray so that a total of 563 schools took protected action on 30 June. It was no small feat.

IEU members in Catholic systemic schools, with support from independent school members (who were on term break), students and retired members, stood with their colleagues from the NSW Teachers Federation at 16 locations across NSW and the ACT.

The gravity of the situation was reflected in members' faces – forthright and resolute – and in their determination to act when the NSW budget promised only a miserable one-half of 1 percent addition to the artificially imposed salary cap.

As Ross Gittins said in the *Sydney Morning Herald* on 27 June: "An increase in wages sufficient to prevent a further fall in real wages would do little harm to the economy."

For salary increases beyond this wages cap, the time is now.

ACTU Secretary Sally McManus pushed back on big business for being happy to accept significant profit margins while talking down salary increases. Her demand for a workers' seat on the Reserve Bank Board is entirely reasonable.

"You shouldn't underestimate the degree to which you elevate people, you say how important they are and how essential they are, and then you treat them with no respect afterwards," McManus said in the *Sydney Morning Herald* on 2 July, as she backed the teachers' strike.

"It's not surprising that this [industrial action] is happening in those frontline areas. I think that employers have got used to – for quite a long time – wage suppression, and they have got to recognise there needs to be changes."

The artificial salary cap in NSW makes a mockery of the concept of bargaining in good faith when the salary outcomes are known in advance. There is no negotiating.

It is now clear that only a seismic change to the working conditions and salaries of teachers and support staff will address the critical position in which we now find ourselves.

Let's trust Catholic employers can unshackle themselves from the NSW Government's pay cap and force change across both sectors. Catholic systemic schools can only function as they should if such action is taken.

Independent schools

Teacher supply solutions must include workload easing and wellbeing

Carol Matthews

Deputy Secretary



The Association of Independent Schools (AIS) has announced a new strategy to address a predicted shortage of teachers in independent schools. The strategy is called Growing and Nurturing Educators (GANE).

The AIS notes that the numbers of students entering teaching is not matching the increase in school students, there is a fall in the number of graduates from teaching courses and many teachers do not intend to remain in the profession.

Australian Bureau of Statistics figures show 21 percent more students will begin school in 2030 compared with 2021. The predicted teacher shortage in independent schools mirrors trends in Catholic systemic schools and government schools.

A national survey of independent school heads conducted by The Association of Heads of Independent Schools of Australia (AHISA) showed there are already shortages in the subject areas of mathematics, physics, chemistry, design and technology and languages.

The AIS states the reasons for the shortfall include "wellbeing and the status of the profession". The strategy aims to address the shortfall by:

- attracting high-quality and diverse candidates
- increasing teacher placements in independent schools
- providing more support for early career teachers.

In the negotiations with the IEU in 2021 for the Teacher and Support Staff Multi-Enterprise Agreements, the schools represented by the AIS refused to agree to a mandated level of support for early career teachers as occurs in Catholic systemic and government schools. The union also sought central discussions on teacher workload with the AIS – without success.

It is not clear what support the AIS is now proposing for early career teachers and the union would appreciate discussions with the AIS on this issue.

We also call on the AIS to constructively engage with the union on the key issue of teacher wellbeing and teacher workload. It is essential that any strategy dealing with teacher supply should also address teacher retention.

Catholic employers and the NSW Government have already recognised teacher workloads as a problem – it's time for independent schools to do the same.

Independent schools

Denied the right to strike

There's a reason some sectors of the IEU's membership can take protected industrial action while others are restricted. Senior Industrial Officer Michael Wright explains why.

During the IEU's negotiations for new multi-enterprise agreements (MEAs) covering members in independent schools, several members asked about the prospect of a strike or stop-work.

Protected industrial action is a feature of the *Fair Work Act*. It enables workers to take industrial action, including going on strike, without being threatened with legal sanctions by the employer or the government.

However, there is a crucial legal technicality based on the kind of enterprise agreement that covers employees in your workplace.

Types of enterprise agreements

There are two types of agreements: single-enterprise agreements and multi-enterprise agreements.

In a multi-enterprise agreement, more than one employer is involved in the agreement-making process. Those employers must be unrelated and not be involved in a common enterprise or joint venture.

In making a single-enterprise agreement, only one employer is involved. Members in the almost 600 Catholic systemic schools in NSW and the ACT are covered by a single-enterprise agreement because all 11 Catholic dioceses are engaged in a common enterprise and for bargaining purposes are considered a single employer.

There is also a handful of Catholic independent schools that are covered by multi-enterprise agreements.

What the law says

Under the *Fair Work Act*, unions and their members can only access protected industrial action if they meet certain requirements.

However, Section 413 subsection (2) of the Act states: "The industrial action must not relate to a proposed enterprise agreement that is a greenfields agreement or *multi-enterprise agreement*" [our italics]

This one sentence in the Act denies

employees who are subject to multi-enterprise agreements the right to take protected industrial action. We know many members would like the same right to stop work as their colleagues in Catholic systemic schools. You're not the only ones.

What the ILO says

The International Labour Organization (ILO), a United Nations agency that aims to advance social and economic justice through setting international labour standards, agrees that this provision in the *Fair Work Act* is odious.

In 2009, an Australian union complained to the ILO that the above provision in the *Fair Work Act* breached the ILO's Convention 98 on the Right to Organise and Collective Bargaining.

The ILO was critical of the limitations imposed by the *Fair Work Act*, stating:

"According to the principle of free and voluntary collective bargaining ... the level of negotiation should not be imposed by law, by decision of the administrative authority or by the case law of the administrative labour authority. Furthermore, workers and their organizations should be able to call for industrial action (strikes) in support of multi-employer contracts (collective agreements)."

It went on to say:

"The Committee considers that by excluding sympathy strikes, secondary boycotts and industrial action in support of multiple-enterprise agreements from the scope of protected industrial action, [the provision in the *Fair Work Act*] could ... unduly restrict the right to strike.

"Taking into account its conclusions on such matters reached in previous cases concerning Australia, it requests the government to review these sections, in full consultation with the social partners concerned."

Time for change

This consultation with "social partners", which includes unions, over amending the *Fair Work Act* is long overdue. There are signs that the newly elected Federal Labor Government may listen to the ILO and expand the right to strike without the threat of fines for all employees.

Greater Sydney Adventist Schools members vote no to enterprise agreement – again



The IEU has welcomed the active engagement of teacher members in Greater Sydney Adventist Schools in bargaining for a new enterprise agreement (EA). In 2021, the IEU met with members at workplace chapter level and via Zoom in regard to concerns about the proposed EA and there was ultimately a 'no' vote.

This engagement has continued in 2022 and members voiced their concerns about the new proposed EA, which at the request of the IEU now contained the non-tithed salary rates. Issues of concern for members included:

- the four-year length of the proposed EA, which proposed only a 1.5% increase in 2025
- lack of clarity about backpay in 2022
- no addressing of workload issues

- no increase in paid parental leave beyond the current 12 weeks
- no paid family and domestic violence leave.

These concerns resulted in a second 'no' vote that was formally advised to the IEU by Greater Sydney Adventist HR department on 14 June.

Following this second 'no' vote, the IEU will continue to consult with members and seek to engage in genuine bargaining with the Greater Sydney Adventist leadership to achieve an EA for which the IEU can recommend a 'yes' vote.

In the words of one member in a Greater Sydney Adventist School: "We are aware of the current campaign in NSW Government and Catholic schools and we want an enterprise agreement which shows us respect and achieves salaries and conditions to retain teachers in Sydney Adventist schools and attract teachers to our sector in the future."

Present tense Award increases

In mid-June, the Fair Work Commission (FWC) brought down its annual national wage decision, and it's a pretty good outcome for low-paid workers and for employees on awards.

The FWC increased the minimum wage by 5.2%, slightly above the headline rate of inflation (5.1%) and well ahead of the underlying rate of 3.7%. The new minimum wage is \$812.60 per week (\$21.38 per hour).

For workers on awards, pay rates have increased by 4.6%, subject to a minimum rise of \$40 per week for full-time employees. Nearly all employees in the private college industry are on the *Educational Services (Post-Secondary Education) Award*, and here annual salaries have increased to \$58,148.47 on Level 4, \$63,495.89 on Level 7 and \$70,566.61 on Level 11. Meanwhile the casual daily rate has increased to \$278.49 (Level 4), \$304.10 (Level 7) and \$337.96 (Level 11), with all rates increased by similar amounts. Increases are about \$2000-\$3000 per annum, and for casuals, about \$12-\$13 per day.

This is a good outcome for employees on the award, and it is pleasing that the Commission has listened to the arguments of the ACTU (and, through it, the IEU) and the new Federal Labor Government for significant, above-inflation increases to minimum wages. The new rates take effect from 1 July, so check your pay slip to ensure you are being paid correctly.

Superannuation increases

Pay is not the only thing that increased in July, with the next scheduled increase to compulsory employer-paid superannuation also taking effect. Super will go up to 10.5% of wages this month, with further increases of 0.5% scheduled for the next few years. By 2025, the standard superannuation contribution for all workers will be 12% of ordinary wages, which will go a long way to ensuring workers have a decent retirement income.

There are also several other changes to super rules from July. The most significant of these for post-secondary employees is that the minimum threshold for earning super (which was \$450 per month) has been abolished, and so henceforth, workers will be paid super on all normal income, no matter how small. There are also some changes that will benefit older workers, including a more generous 'downsizer' allowance (whereby people selling the family home can put some of the proceeds into super), and an easing of the work test for older workers.

Agreements update

The IEU is still actively bargaining in the sector. Teachers at UTS College have recently voted on a new two-year agreement for the college, which will provide for pay increases of 2.5% per annum, while WSU The College will probably put forward a similar offer to its employees soon. This latter one is complicated by concerns some casual members have about changes to their pay levels, but we are hopeful these issues can be worked out in due course. Meanwhile, bargaining continues at UoW College, and will soon commence at Taylors College, Navitas English and other colleges.

The *Fair Work Act* includes provisions for 'good faith bargaining', under which an employer can be compelled to commence bargaining when it can be demonstrated that a majority of employees (or group of employees, such as teachers) want this to happen. Trainers at BSI Learning have recently exercised this right.

Employees under enterprise agreements typically earn higher wages and enjoy better conditions than those under the award. To learn how this might work at your workplace, contact your union, the IEU.

Kendall Warren Organiser

Making history



Executives of the IEU and NSW Teachers Federation after the historic joint meeting on 21 June

On 21 June, the Executives of the IEU and the NSW Teachers Federation held a joint meeting for the first time. As the NSW Government handed down its budget locking in a pay cap of just 3%, the meeting resolved unanimously that both unions would take industrial action.

The meeting was followed by a joint press conference outside NSW Parliament House, attended by all major media outlets, with subsequent press conferences in Sydney, Newcastle and Wollongong on the day before the industrial action on 30 June.

Joint resolution (excerpt): "The Executives of the NSW Teachers Federation and the Independent Education Union of Australia NSW/ACT Branch note the failure of the NSW Premier to respond to the urgent concerns of the profession. This also impacts directly upon the IEU's negotiations for new enterprise agreements in Catholic systemic schools. We therefore direct all members to strike for 24 hours on Thursday 30 June ... This historic joint action is a direct result of the manifest failure of the NSW Government and Catholic employers to address the teaching crisis in our schools."



IEUA NSW/ACT Branch Secretary Mark Northam (on left), speaking at a press conference: "We ask the Catholic employers to revise their thinking and come out with a better strategy than the Perrottet Government's 3% pay cap. That pay cap is strangling our negotiations. Let's get teachers paid what they're due. This includes support staff in Catholic systemic schools too. They're not getting what their

government school counterparts earn. So there's a range of problems here. The answers are known. Let's get on the street and at the negotiating table and fix it."

NSW Teachers Federation President Angelo Gavrielatos (above right), speaking at a press conference: "Teachers and principals would much prefer to be taking care of the students in the communities that they serve. But we've been forced into this action as a result of a government that is denying the facts. I can tell you this: I've never experienced a teaching service so angry. I've never seen teachers and principals so angry. You'll see that anger on the streets of Sydney and across NSW."



Combined IEU and NSWTF Executives vote to take action

Monica Crouch Journalist

Independent Education Union of Australia

New South Wales/Australian Capital Territory Branch

ELECTION NOTICE - E2022/4

Scheduled Election - Stage 1

Fair Work (Registered Organisations) Act 2009

Nominations are called for:

- President (1)
- Vice-President (5) – (One from each electorate specified in rule 7.3 of the Branch rules)
- Financial Officer (2)
- Branch Secretary (1)
- Branch Deputy Secretary (1)
- Branch Assistant Secretary (2)
- General Executive Members (10)
- Branch Delegates to Federal Council (16)

Nominations, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 20/07/2022.

A nomination form is available for electronic completion on the AEC Portal, www.aec.gov.au/ieb/. However, the nomination form must then be lodged in accordance with the Organisation's rules (see below).

Additional forms are available from the Returning Officer.

Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than 4:00pm Australian Eastern Standard Time (AEST) on 11/08/2022**.

How to lodge nominations, nominations must be lodged via the following method(s):

By Portal: Australian Electoral Commission Portal, www.aec.gov.au/ieb/

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to IEBnominations@aec.gov.au

PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 02 9375 6366 or 03 9285 7111 to enquire about the status of your nomination.

Withdrawing Nominations

Nominations cannot be withdrawn after 4:00pm Australian Eastern Standard Time (AEST) on 18/08/2022.

Candidate Statements

Candidates may include with their nomination form (so that it is received no later than the close of nominations) a statement not exceeding 200 words containing only the candidate's personal history and/or policy statement and a passport-sized photograph of the candidate. In addition to submitting a statement with the nomination form via one of the acceptable lodgement methods below, it would be appreciated if candidates can also email a copy of their statement in word document (.doc) and photograph (passport size as jpeg files) to IEBnominations@aec.gov.au

Voting Period

The ballot, if required, will open on 08/09/2022 and close at 12:00pm (noon) Australian Eastern Daylight Time (AEDT) on 06/10/2022.

Scrutineers

The appointment of scrutineers closes at 12:00pm (noon) Australian Eastern Daylight Time (AEDT) on 06/10/2022.

A form is available from the Returning Officer for the purposes of appointing Scrutineers.

Other Information

Changed Address? Advise the Organisation now.

Please Note: A copy of the AEC's election report can be obtained from the Organisation or from the Returning Officer after the completion of the election.

Ishtiaq Ahmed
Returning Officer
Email: IEBEvents@aec.gov.au
20/07/2022



Your concerns answered

Public register of teachers

The IEU has heard from a number of teachers concerned about NESA's new Public Register of Teachers, particularly around privacy issues.

The IEU has received assurances from NESA that it will not disclose a teacher's personal details such as their address, school, phone number, date of birth or any details of qualifications, employment history or accreditation status during a phone query.

Anyone making such enquiries claiming to be a teacher will be directed to their eTAMS account. Anyone stating that they have forgotten their password will be directed to reset it on eTAMS, using their email address.

If a caller says they have forgotten or no longer have access to their email address, NESA will need to be satisfied as to the person's identity by verifying details. The burden of proof will be on the person making the enquiry. NESA will not provide any of the above information.

The online public register will only contain:

- the teacher's name (the name NESA has on record)
- their accreditation number
- their accreditation status (active or inactive only).

Veronica Yewdall Professional Officer
Sue Osborne Journalist

MEMBERSHIP news

Stay up to date in Term 3

Welcome back to Term 3 and we hope you enjoyed a restful break and managed to avoid the many 'bugs' that seem to be circulating around every family we know.

It was wonderful to meet and stand beside so many of you at the strike action, thank you to all of you for sharing your stories.

As we move into the final semester of 2022 you may have changes to your personal, workplace or workload details, if this is the case, please let us know even if these changes will not occur until Term 4.

We check our inbox daily (membership@ieu.asn.au) or you are welcome to call us directly on 8202 8900-press 1 for membership. Employers do not advise us of changes on your behalf.

Union dues are tax deductible, if you haven't submitted your return yet and you pay via direct debit, credit card or BPAY, email membership@ieu.asn.au for a statement.

If you are paying via payroll deductions through your employer, your union dues will automatically be included on your income summary, available via your MyGov account.

Thank you again for your support and best wishes for the term ahead.

Membership Team

Early Childhood Conference speakers announced

The IEU's early childhood conference – **Reconnect, Recharge, Restore** – to be held on **Saturday 13 August** features highly regarded presenters.

Jay Weatherill is the CEO of Thrive by Five, responsible for delivering The Minderoo Foundation's early childhood agenda. The former Premier of SA, Weatherill will describe Thrive by Five's campaign for a universally accessible and high-quality early learning system for Australia, and how you can be part of the journey.

Prue Car MP, NSW Shadow Minister for Early Childhood Learning, will also address the conference.



Sharleen Keleher (pictured) is Project Officer at the Queensland Centre for Perinatal and Infant Mental Health (QCPIMH). She leads the Birdie's Tree Early Learning Program. Birdie's Tree is a disaster resilience program, designed to help young children process and recover from disasters.

After the severe flooding in northern NSW, not to mention COVID-19 and bushfires, information about supporting young

children during times of crisis couldn't be more timely.

The Birdie's Tree curriculum resource provides story books, games and other ideas to help young children deal with trauma. See www.childrens.health.qld.gov.au/natural-disaster-recovery/

Sarah Moore is founder and CEO of Early Education Leadership. She is an experienced leadership coach who works with teams and individuals in early childhood on conscious leadership, communication, engagement. Sarah will take conference attendees through a playful and self-compassionate process of self-inquiry to help them reconnect with their purpose in the important work they do.

The conference also offers several interesting workshops

For details and bookings: bit.ly/ECSCConference22

EARLY CHILDHOOD UPDATE

New funding – in the right direction

The IEU welcomes the recent NSW Government announcement of a \$15.9 billion investment in early learning.

The government is to be congratulated for recognising the important role that early childhood services play in the development of our youngest citizens.

This funding commitment aims to provide families with affordable and accessible quality childcare, creating more places in local communities and investing in the workforce.

It will also include prenatal support, health checks for all children and additional hours of pre-kindergarten.

While extra funding in the sector is always welcome, the IEU would like to see details of how it will be implemented, particularly in the pre-kindergarten year.

Investing in more centres creates the need for more teachers and educators to work in them. With the current workforce crisis, there isn't enough staff for the existing services.

This workforce crisis must be addressed by investing in the people who work in the sector, attracting and retaining highly qualified teachers with improved pay and conditions.

Part of the NSW Government's package includes \$25,000 scholarships to study early childhood degrees. But again, what incentives will there be to encourage graduates to take up a long-term career in early childhood education?

Graduates qualified to teach 0-12s can achieve much higher salaries teaching in primary schools.

"Until we recognise that degree-qualified early childhood teachers must be paid the same as their colleagues in schools, the drain from the early childhood sector to primary schools will continue," IEUA NSW/ACT Branch Secretary Mark Northam said.

"We look forward to seeing further details from the NSW Government on just how it plans to 'grow and support' our workforce."

For more information on the government's announcement see: education.nsw.gov.au/early-childhood-education/early-years-commitment

KU focus groups

KU Children's Services are in the process of consulting with their staff through a series of focus groups in preparation for the renegotiation of the KU Enterprise Agreement (EA).

IEU organisers have also been talking with KU members to understand what KU teachers need in this new EA.

If you have not already spoken to us and you would like to contribute to these discussions, please email: kate@ieu.asn.au or phone 8202 8900.

Kate Damo Organiser
Sue Osborne Journalist

IEUA NSW/ACT 2022 Early Childhood Conference

BOOK NOW

Reconnect Recharge Restore

Members \$120
Conference and dinner \$150
Non-members \$220
For more information or to book please visit
bit.ly/ECSCConference22

Keynote speakers

Former SA Premier and Thrive by Five CEO, Jay Weatherill
NSW Shadow Minister for Early Learning, Prue Car
Project Officer, Qld Centre for Perinatal and Infant Mental Health Sharleen Keleher
Founder and CEO, Early Education and Leadership, Sarah Moore

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

It doesn't add up



Union member for 50 years and secondary school teacher Larry Grumley (above) crunches the numbers on the workload crisis in our schools.

Over the past month, many of you may have been asked to complete a NSW Department of Education survey called "Tell them from me".

Here is one of the statements in the annual survey: "Students receive written feedback on their work once every week." The options for responding were: Strongly disagree; Disagree; Neither agree nor disagree; Agree; Strongly agree.

Schools are inundating us with data, so let's look at the data from the above question, the very real implications of it, and the underlying assumption about quality teaching.

I'm one of the quickest HSC markers (always in the top five) so I'll use myself as a test subject: as an older, experienced marker, I would be faster than newer, less experienced staff.

Worked example

Let's step through what it takes to provide written feedback to every student at least once a week:

- I just marked a paragraph for Year 9 – it took 4 minutes with comments.
- There are 30 students in my Year 9 class – thus 4 minutes times 30 students equals 120 minutes (or 2 hours) per class
- Each classroom teacher in my department has 6 classes: 6 classes (30 students in each) at 120 minutes per week equals 720 minutes per week (or 12 hours).

- Link these 12 hours to an average school day of 8.30am to 3.30pm, but which is almost always longer due to meetings and other administration.
- If we divide the 12 hours by 5 weekdays, we add 2 hours and 24 minutes to each day, so it then becomes 8:30am to 5:54pm (let's round up to 6pm).

So our first-year-out teacher leaves home at 8am, gets home after 6pm – and has done nothing but teach classes and mark just one piece of work for each student. There's no time for planning, to think of new ways to teach or, heaven forbid, to have any work/life balance.

And this is based on me, a fast reader and experienced marker, and on only one paragraph – not a four-to-five page response expected of students in Years 11 and 12.

“We need to look at time as our most precious commodity – time for family, for friends and for ourselves. Teachers need time for a life outside of school.”

Burnout blues

Now, let's add to the above nine-hour day all the other meetings and activities: special provisions; debating and public speaking; religious instruction; sport; alternative tasks; references; homerooms and house groups and we all know what it feels like. Exhaustion.

Most full-time teachers are lucky to have one period a day not in class. By the time a teacher moves from the classroom to their desk, five minutes is gone. Heaven forbid having to use the amenities – there goes another five minutes of that precious time.

Is it any wonder teachers burn out? We in the profession don't wonder, we know why.

The above is just one simple example of just how out of touch theorists and so-called 'experts' are.

Principals know it is becoming harder and harder both to keep quality teachers and attract graduate students into the profession.

It's time to value time

Not just now but into the future, we need to look at time as our most precious commodity. Time for family, for friends and time for ourselves. Teachers need time to have a life outside of school to give them balance and the capacity to really add value to and enjoy their profession. The more we lose that time and sense of self, the poorer we all become – and so too do our students.

It is time to stand up and shout that we need to value our time and ensure employers do as well.

Notes of support



NSW MP Prue Car
Shadow Minister for Education, Shadow Minister for Early Childhood Learning
(spotted at our Sydney rally, 30 June)
“Massive congratulations on an amazing show of strength and support for this incredible profession. It's historic that the unions from both sectors are here, speaking with one voice on behalf of one profession. NSW has a chronic teacher shortage that the state government has ignored for over a decade. It is the most important issue our state is facing.”



NSW MP Tim Crakanthorp (above right)
Shadow Minister for Skills and TAFE
Shadow Minister for Tertiary Education
“I'm a big supporter of the IEU. My wife's a teacher, my parents were teachers and my grandmother was a teacher. Parents recognised the work of teachers during COVID, but the employers certainly haven't. I support the IEU and its members for getting out there, demonstrating, and making your voices heard – you're at the frontline and should be rewarded appropriately.”
Tim Crakanthorp is pictured with IEU NSW/ACT Branch Secretary Mark Northam

Monica Crouch Journalist

Principals call on government and employers to respect the profession's voices

As Term 2 drew to a close, many IEU principal members would have reflected on the year so far and on the challenges schools are still facing because of staff shortages, ongoing COVID concerns, and the lack of empathy often shown by government and employers to the practical realities of school life.

In the words of one regional primary school principal: “I would like politicians and employers to spend more time listening to principals, teachers and support staff about the day-to-day issues of staffing, workloads, supporting special needs

students and helping families in crisis.”

The IEU valued the opportunity to meet with Catholic systemic principals via Zoom on 27 June to update them on the Hear Our Voice campaign.

While principals couldn't participate in the stop-work action on 30 June, many expressed their support for their staff taking action and sent messages of support for the rallies, recognising that this campaign is about the future of schools, the teaching profession and quality education.

Ultimately, it is relevant for all education sectors throughout NSW and the ACT.

Principals in government schools in NSW are active in the NSW Teachers Federation's industrial campaign and have spoken at rallies and other events, noting the pressures on all schools because of workload intensification, including excessive compliance and data collection, and the impact of the teacher shortage.

A Federation principal member at a regional rally acknowledged the shared issues government and Catholic systemic principals face: staff shortages caused by uncompetitive salaries and unsustainable workloads, and governments and employers who

don't seem to understand or respect the real life challenges of running schools.

Our union thanks principals for their ongoing support and for their contribution to our collective commitment to protect and enhance members' workplace rights and the future of the education profession. The Term 3 meeting of the IEU Principals' Sub Branch will be held on 6 August at the IEU Parramatta office and with a Zoom option.

Pam Smith Assistant Secretary/
Principals' Organiser



There was quite the carnival atmosphere as about 300 members from the IEU and the NSW Teachers Federation arrived in a sea of yellow and red at Missingham Park Amphitheatre in Ballina, beside the Richmond River.

The two unions came together to show their anger and disappointment with the NSW Government and Catholic employers. The day started with NSW Teachers Federation member and principal of Evans River K-12 school, Glen Cook, who is a Bundjalung man, presenting the Welcome to Country.

Speakers shared stories of how the teacher shortages are affecting them, their students, colleagues and families.

Jennifer Allen, teacher at St Carthage's Primary School, Lismore, said: "On a daily basis, teacher shortages mean changes, split classes, extra students, adjusted lesson plans, and teachers standing in doorways between two classes. Schools are busy places, and the staff shortages lead to uncertainty, a lack of communication, a breakdown in relationships and trust. Ultimately, these conditions are our students' learning conditions."

Mary Howard, teacher at Xavier Catholic College, Skennars Head, said: "Teachers are tired but we are also fired up. When our employers tell us we don't care about our students and their families by stopping work, we see red. No one cares about children and their families more than we do. But we have to take a stand and say enough is enough. We are stopping work because we care about quality education."

Clare Axman, teacher at St Mary's Catholic College Casino, said: "I watch as incredible early career teachers step into teaching with their hearts on their sleeves, only to have their morale battered by a broken system that doesn't support them. It pains me to see such talent, compassion and care become tired and washed out – then washed away as they take a different career path."

IEU member Leanne Broadley got the crowd chanting and singing while IEU member and drummer Michael Raeburn and Teachers Federation member Karen Newton added rhythm for a rousing version of *Solidarity Forever*.

Richard Ryan Organiser



More than 300 enthusiastic teachers and support staff stepped up for the Albury rally.

IEU Executive member Simon Goss spoke passionately about the state of the profession and the hardships school staff are facing. "We've been constantly undervalued, our worth has not been respected, and we have been silenced for questioning policies and processes," Goss said. "Well, hear our voices now!"

Members of both the IEU and the NSW Teachers Federation cheered their support for each of the five key points of the IEU's claim.

Teachers Federation member and Albury High School teacher Elyse Burns addressed the rally, deploring how the NSW Government is devaluing the passion and energy of teachers. She said that teachers love to teach, that their skills, talents and energy should be justly rewarded, and they should be given adequate time to prepare and deliver quality education.

Both IEU and Teachers Federation members then marched loudly and proudly down Dean Street to Queen Elizabeth II square while chanting "Hear our voice!" and "More than thanks!" – a strong show of unity and solidarity between members of both unions.

Thanks go to the members of both unions for their participation; to the IEU members who helped so willingly; and to officials of both unions for organising and chant-leading.

Anthony Telford Organiser



The NSW Government was front of mind for the 3000-strong Newcastle rally as members from Catholic and government schools united in chant and song.

"Three percent's not even halfway there; Perrottet, you're livin' on a prayer"

"Workloads cannot be sustained – Sarah Mitchell make a change"

Members also sang a reworked version of *Solidarity Forever*, with verses incorporating "Hear our voice!" from the IEU and "More than thanks!" from the NSW Teachers Federation.

IEU support staff stood strong to demand pay parity with their colleagues in government schools. The rally heard of the Catholic employers' shameful refusal to immediately match increases paid in public schools more than three years ago.

Joel Hartcher of St Therese's Primary School New Lambton posed a few pertinent questions at the rally: "When will they realise our goodwill is spent and we have nothing left to give? When will they realise they've made our profession unattractive, and they're driving good people away? When will our students' learning come first? When will the goal posts stop shifting and the new ideas and five-minute fads stop? When will the teacher shortages be addressed? When will we be shown professional respect?"

Sarah Gardiner of St Paul's Catholic College Booragul spoke of her weariness: "I'm tired of seeing my friends leave the profession. Tired of interns who have decided not to teach before they have started. Tired of working tirelessly but never feeling like I'm doing my job. Tired of staff shortages that mean extra lessons, combined classes and even sending students home. But most of all I am tired of hearing politicians claiming to value education then espousing downright offensive, not to mention highly problematic, solutions – such as performance pay."

Therese Fitzgibbon Organiser





The day began with a big truck carrying our giant video screen getting bogged, followed quickly by a quick change of the stage's position to accommodate it. We knew things could only get better.

And they did. Before long, Lang Park was awash with yellow "Hear our voice!" t-shirts and red "More than thanks!" t-shirts as over 2300 members of the IEU and the NSW Teachers Federation from about 120 schools united for a historic rally.

Dr Jodi Edwards welcomed us to Country and spoke of the age-old link to Dharawal land and its significance to her people as she welcomed our people, union people, to this place.

Speakers from both unions emphasised how tired they are of crushing workloads; of endless administrative tasks that detract from teaching; of constantly feeling like they don't have enough time to cater properly to students' needs. They're tired of low morale and being told to do more.

"We have a deep care and commitment to the welfare of our students," said one speaker. "But we're also tired of this commitment being weaponised against us to compel us to accept unsustainable working conditions."

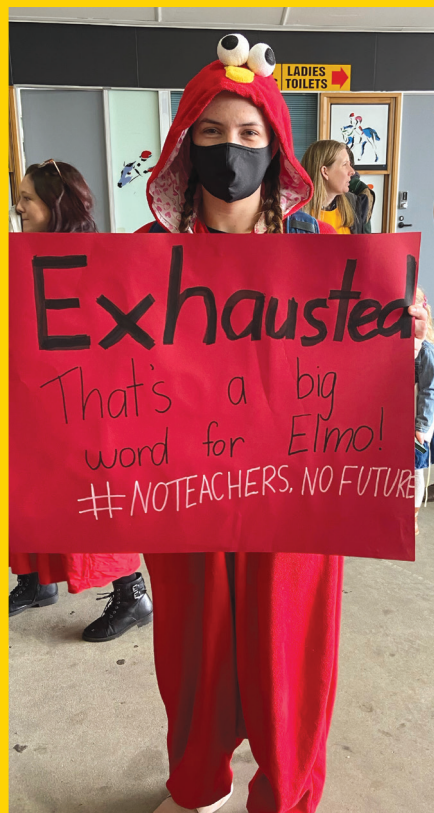
After the mustard (IEU) and ketchup (NSWTF) marched through the centre of Wollongong, IEU member Jenna Hogan once again got the crowd singing at full voice with a reworked version of the old union standard *Solidarity Forever*, and Taylor Swift's 2014 mega-hit *Shake It Off*.

*But you keep choosin'
Policy that's bruisin'
That's why you are losin'
So many of us
And it's not gonna be alright!*

Clever signs set the tone: "I'd rather be teaching but this is important", said one. "If Teacher Librarians are using their outside voices, this is serious", said another. And: "Teachers don't need praise they need a raise".

Valerie Jones, Tina Smith Organisers





A crowd of 500 strong and determined IEU and NSW Teachers Federation members united at Thoroughbred Park to rally in support of better salaries and conditions.

Members came from at least 20 ACT and NSW Catholic schools, with many returning for their second day of action. Teachers Federation members came from Goulburn, Queanbeyan, Yass and Cooma. Solidarity came in the form of everyone, including members in ACT independent schools who were already on term break, and from UnionsACT and affiliates.

IEUA Acting Federal Secretary Christine Cooper took her decorating duties seriously, festooning the space with flags, signs, posters and coreflutes.

Angela MacDonald, a teacher at St Thomas Aquinas Charnwood and member of the IEU Executive, took to the podium amid a flurry of loud and committed supporters.

Angela began by referencing the NAIDOC Week theme of "Get up! Stand up! Show up!" She told members of the direct impact the NSW Government wages policy has on negotiations for a new enterprise agreement in NSW and ACT Catholic systemic schools.

Daniel Burns of John Paul College Nicholls spoke of the harsh impacts of the teacher shortage, non-competitive wages, and the feeling that more and more teachers are facing burnout.

A special guest appearance from Star Wars' Princess Leia and Yoda (the IEU's inimitable Kate McDonald, a drama teacher) had the crowd laughing and singing.

Media attention was plentiful, with members Madeline Evans, Andrew Blakey, Shane Devoy and Nick Greeney telling their stories. One school that was well represented at the rally was pleased to see a former student behind the camera ensuring both unions were given good coverage.

We thank Seamus Farrell, Michael McFadden, Teena Zorbi and Susanne Radnidge (ACT Office) for helping ensure a successful day. And a big shout-out to reps for attending and encouraging other members to join with you.

Berna Simpson Organiser



Secretary's speech to Sydney rally

Excerpt from IEUA NSW/ACT Branch Secretary Mark Northam's speech to the joint Sydney rally of the IEU and NSW Teachers Federation, Macquarie Street, on 30 June 2022:

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

To the IEU and NSW Teachers Federation members right across NSW and the ACT, I say welcome.

It is a great honour to address this rally. It has been a while: 1996 was the last time the two unions came together in the face of adversity.

Teachers and support staff have been running on goodwill for too long. But now that goodwill has evaporated.

Teacher shortages are impacting school staff on a daily basis. Every day we hear stories of teachers standing between classrooms; the splitting of primary school classes and teachers conducting a senior class while supervising a junior class in the same room. This should not be happening.

Today, we have a special message for Catholic employers and the NSW Government. It's time to fix this mess!

The NSW Government's artificial 3% salary cap, which Catholic employers apply to teachers too, must go.

Teaching has become a profoundly more complex job over the past two decades. Yet over that same period, teachers' salaries have failed to reflect the incredibly demanding nature and increasing complexity of the role.

Take special note of this next point: Catholic Schools NSW has estimated there will be a teacher shortfall of 15 percent by the end of this decade. This equates to 4000 teachers across NSW and the ACT. It is an extraordinary admission that the current system has fundamentally failed.

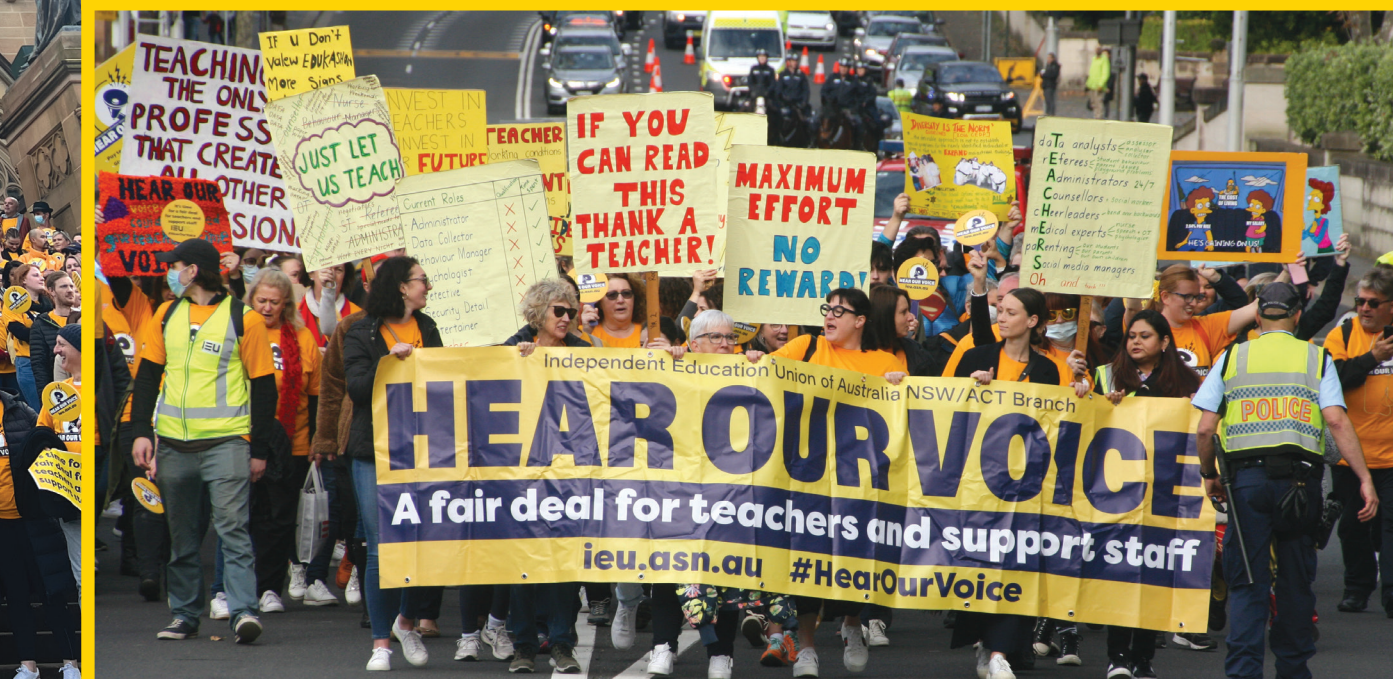
This situation can only be rectified by raising teaching salaries to be comparable with other like professions; increasing time release to give teachers the capacity to do their jobs; addressing teacher shortages; and ensuring support staff are paid the same as their government school counterparts.

We say to the Perrottet Government and the Catholic employers, it's time to pay. The very viability of the NSW school system is at risk.

IEU and Teachers Federation members are on their knees. This simply cannot go on. We will no longer accept this wilful damage to our profession.

We are united under pressure and prepared to do whatever it takes to ensure that teachers, support staff, and the students entrusted to their care are given a fair deal and a fair go.







The stately Tamworth Town Hall was the site of the historic IEU-NSW Teachers Federation rally in the NSW north west. Speakers from both the IEU and the Federation clearly outlined the impact teacher shortages are having on teachers and students.

"I am one of the estimated 28 percent of teachers who will retire in the next four years, so what does this mean for the future of our profession?" said Fiona O'Neill, the IEU rep at McCarthy Catholic College in Tamworth (pictured right). "To our employers, I say let us see some action."

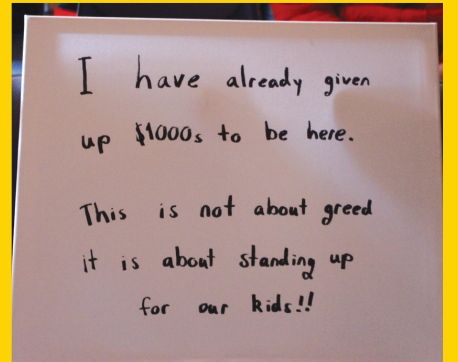
The IEU rep at St Nicholas Primary School in Tamworth, Tim Unwin, said that when he started teaching in 2012, competition for teaching jobs was "fierce"; but now, he said, regional cities such as Tamworth really struggle to find staff.

Tim spoke of the impact of teacher shortages and work intensification on his colleagues. "The system is breaking, and it is breaking teachers," he said. "When the system fails teachers, it also fails students and families."

Uralla Central School principal and Teachers Federation member Michael Rathborne said he was "incandescent with rage" about the NSW Government's disinterest in the crisis education is facing. He went on to express his disappointment at discovering support staff in Catholic schools were paid less than their counterparts in government schools.

About 400 members from the IEU and the Federation marched on NSW Nationals MP Kevin Anderson's office (Mr Anderson is the member for Tamworth). To his credit, he addressed the crowd, saying he would "take your voice to the Education Minister, Sarah Mitchell". He thanked members for their work in schools. Unionists in bright yellow and red responded loudly in unison: "More than thanks! Hear our voice! More than thanks!"

David Towson Organiser



Faux Park was the location, but there was nothing faux about the solidarity between members of the IEU and the NSW Teachers Federation, or their mutual frustration at their employers' inability to grasp and address the issues teachers and support staff in both sectors are facing.

More than 250 members gathered along the banks of the Tweed River for speeches from both unions. Common ground and shared experiences were immediately apparent.

Everyone recognised the gravity of the current teacher shortage and the rate of burnout among school staff.

"I believe we have reached a threshold," said the IEU Rep at Mount St Patrick Primary School in Murwillumbah, Simon Smith (pictured middle row, right). "It feels quite 'frontierish' as we stand here today, united, fighting for the future of quality education for our students. Without quality Catholic and public education systems, the disadvantage gap will only increase."

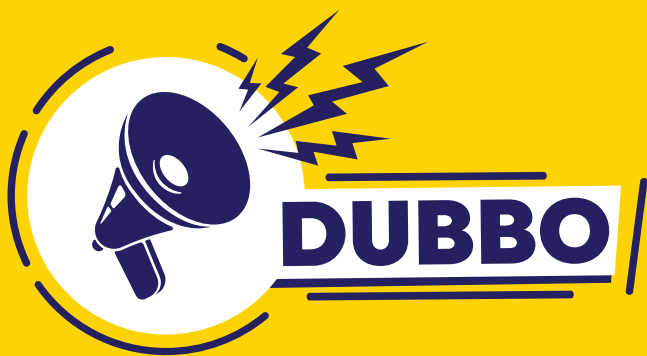
The impact of unnecessary meetings, paperwork and data collection was also a common theme.

"Just trying to hold a chapter meeting in our school was a struggle," said Stewart Grant, IEU rep at Mount St Patrick College Murwillumbah (pictured middle row, left). "Finding an afternoon free from a staff meeting, faculty meeting, PLT, welfare meeting, COI meeting or LOL meeting was difficult. Needless to say, the irony of not being able to hold a meeting about teacher workload because of teacher workload was not lost on our members."

Members of both unions joined in chanting each other's slogans ("Hear our voice!" and "More than thanks!") as they marched on the office of NSW Nationals MP Geoff Provest. We were accompanied all the way by a symphony of car horns, as locals enthusiastically supported our cause.

Carolyn Moore, Richard Ryan, Veronica Yewdall Organisers





About 500 members of the IEU and the NSW Teachers Federation rallied on a full-day stop work, bringing the local community's attention to the education crisis.

The rally commenced at Dubbo RSL for an Acknowledgement of Country by NSW Teachers Federation member Dimiti Trudgett, who linked her speech with the NAIDOC Week theme of "Get Up! Stand Up! Show Up!"

The IEU Rep at St John's College Dubbo and Central West Sub Branch President Louise Hughes spoke about unsustainable workloads and the five key elements of the IEU's claim.

The livestream of the Sydney rally was enthusiastically received, followed by a march through central Dubbo to the band rotunda for more speakers. The NSW Teachers Federation rep at Dubbo College Delroy, Braydon Holland, spoke of 2000 lessons not taught in Terms 1 and 2 owing to teacher shortages. The record at his school for minimal supervision, he said, was 150 students to just one teacher.

The march proceeded to the office of NSW Nationals MP Dugald Saunders, the member for Dubbo, for a rousing version of *Solidarity Forever*.

The size of the crowd was a real credit to members and reps in the central-west region, and it was great to be among members from both unions as they shared their stories and struggles with one another.

Ann-Maree McEwan Organiser



More than 400 teachers and support staff from Catholic systemic and government schools met at historic Keystone in Bathurst where unionists met in the 1880s to improve their conditions.

Members from the IEU and the NSW Teachers Federation were protesting their employers' failure to address uncompetitive salaries, unmanageable conditions and crippling staff shortages.

Support staff from Catholic systemic schools also joined to protest their employers' failure to match their salaries with those in government schools.

Speakers from both sectors shared their experiences of split classes, increasing workloads and the effects of teacher shortages on their ability to achieve a healthy work/life balance.

The live stream from the huge Sydney rally provided an opportunity to hear the heads of both unions speak, with both urging the NSW Government and the Catholic employers to lift their pay cap and take serious steps to attract and retain teachers.

In Bathurst, members marched through the streets to NSW Deputy Premier Paul Toole's office to present our claims. The marchers chanted slogans supported by the honks of car horns from enthusiastic drivers on Howick Street.

Jackie Groom Organiser





COFFS HARBOUR

The IEU and NSW Teachers Federation members rallied together at Brelsford Park in Coffs Harbour in a strong show of solidarity over their concerns for the teaching profession.

Staff shortages were the story of the day, with IEU speaker Markus Muschal expressing dismay that full-time teaching positions on the NSW north coast are not attracting any applicants. Uncompetitive wages are not enticing new people to the profession while unsustainable workloads are driving teachers out, he said.

Members of the two unions marched together through the main street and mall, then on to the Pacific Highway where drivers of passing cars and trucks sounded their horns in support.

Both unions can feel proud of standing together to demand solutions to the problems in our profession.

Sandra White Organiser



BROKEN HILL

Members of the IEU and NSW Teachers Federation gathered at the Musicians Club in Broken Hill. Almost all 15 IEU members from Sacred Heart Parish School joined the rally.

The Broken Hill rally responded enthusiastically to the livestream from the Sydney rally as IEUA NSW/ACT Branch President Christine Wilkinson, Branch Secretary Mark Northam and NSW Teachers Federation President Angelo Gavrielatos addressed the huge crowd on Sydney's Macquarie Street.

IEU member James Moran addressed the rally, acknowledging the momentous solidarity between the IEU and the NSW Teachers Federation. To cheers from the crowd, he talked about the difficulties staff at Sacred Heart Parish School endure daily in the face of the crisis in education.

IEU and Teachers Federation members then marched to the office of NSW MP Roy Butler of the Shooters, Fishers and Farmers Party, where each member handed a personal note to his office detailing the struggles within the education profession. The march was loud and energetic, full of highly engaged union members.

Neal Bent Industrial Officer

BATEMANS BAY

More than 200 IEU and NSW Teachers Federation members gathered in solidarity at Batemans Bay Soldiers Club.

IEU members came from Carroll College at Broulee, St Bernard's Primary School at Batehaven, St Mary's Primary School at Moruya, and St Bede's Primary School at Braidwood.

Retiring IEUA Federal Secretary Chris Watt and his wife, Margaret Watt (pictured bottom right) were welcomed to the rally, as was John O'Neill, IEUA NSW/ACT Executive member.

The IEU rep at Carroll College Broulee, Wayne Foster, spoke of the importance of salary justice for support staff in Catholic schools.

"The problem is simple," he said. "Our support staff are paid less than their government school counterparts. This is wrong. We call upon our Catholic school employers to fix this problem."

IEU Assistant Secretary Pam Smith spoke about the stresses of uncompetitive salaries, unsustainable workloads and the frustrations of teacher shortages as schools scramble to ensure students have qualified teachers in their classrooms every day.

At one local school, the principal and other leaders routinely teach classes and specialist staff are unable to support students in need as they are often covering other classes.

While Catholic systemic principals couldn't participate in the stop work action because they are covered by a different agreement, their strong support was conveyed to the meeting.

Pam Smith Assistant Secretary





PORT MACQUARIE

One profession, one voice – it's time for employers to hear our voice! About 500 teachers and support staff from the Port Macquarie region took to the streets in solidarity as part of the IEU's historic joint strike action with the NSW Teachers Federation.

Teachers from both Catholic systemic and government schools all expressed feeling stretched and worn out and shared passionate stories of ever-intensifying workloads. These anecdotes are all too familiar across the teaching profession; nonetheless, members felt empowered by their unity in having their voices heard and calling for more than thanks. "Today we demand acknowledgement and genuine attention to the problems our profession is facing," said one.

Lee Cunningham Organiser



WAGGA WAGGA

On a chilly morning in Wagga Wagga, about 350 proud union members from both the IEU and the NSW Teachers Federation stood side by side for a historic joint action.

We started the morning with a march through the town centre while chanting "No teachers – No future!", with the line of union members extending at least 200 metres down Baylis Street. Local residents cheered the march on and those in passing cars beeped their horns in support.

Teachers and support staff then rallied at the Aquatic Centre where they heard from two local teachers who shared their experiences in the classroom. They talked about burnout, excessive workloads and crippling teacher shortages.

We livestreamed the Sydney rally on big screens, hearing from IEUA NSW/ACT Branch President Chris Wilkinson; NSW/ACT Branch Secretary Mark Northam and NSW Teachers Federation President Angelo Gavrielatos.

The rally closed with IEU members in their yellow "Hear our Voice!" t-shirts and Federation members in their red "More than thanks!" t-shirts taking friendly photos together.

Amanda Hioe Industrial Officer





Hundreds of members of the IEU and the NSW Teachers Federation rallied at the Griffith Exies Club.

Speakers from both unions emphasised the need for change – to value teachers as professionals and allow them adequate time to plan and teach effectively.

IEU speakers also highlighted the need for pay parity between support staff in the Catholic systemic sector and their counterparts in government schools.

After a well-received livestream of the Sydney rally, a long line of union members marched down both sides of the main street, with the local community showing support by cheering, applauding and sounding car horns.

IEU Reps Anna Bordignon and Ornella Murray from St Patrick's Primary School at Griffith did a fantastic job of both addressing the rally and speaking to the media.

Michael Wright Industrial Officer

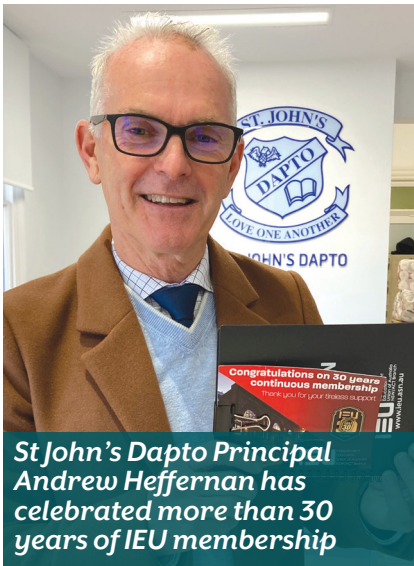
Spontaneous rallies



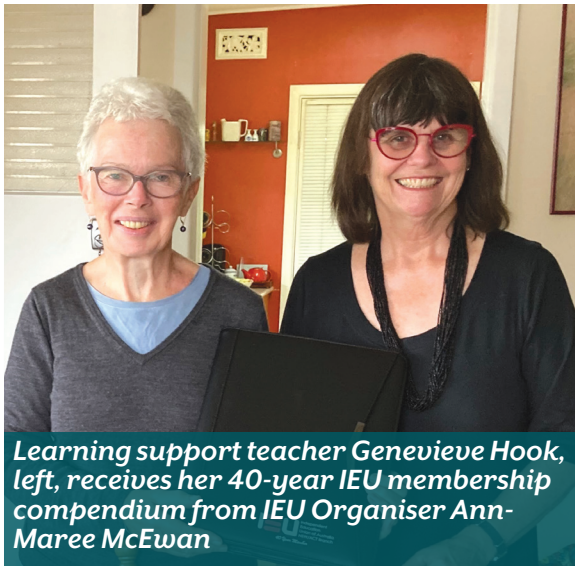
Teachers from Moree's Catholic and government schools participated in a rally as part of the historic state-wide joint industrial action between the IEU and the NSW Teachers Federation.

It was a great opportunity to celebrate our profession and collaborate with other stakeholders about what's happening in our crippling education system. We hope this action will bring about a change to our workloads and ultimately attract more people to the profession so our communities can benefit from properly staffed schools. Hear our voice! – because we deserve more than thanks!

Amber Clarke IEU member



St John's Dapto Principal Andrew Heffernan has celebrated more than 30 years of IEU membership



Learning support teacher Genevieve Hook, left, receives her 40-year IEU membership compendium from IEU Organiser Ann-Maree McEwan



Paul Donnellan receiving his 40-year IEU membership compendium from IEU Organiser Donna Widdison



Celia Carroll of Trinity Primary School, Kemps Creek, receives her 40-year IEU membership compendium. She's holding all her IEU membership cards from the past 39 years (it's digital now of course)



40 year-membership presentation by IEU Principals Organiser Pam Smith to Principal Cheryl Fortini at Holy Family Primary School at East Granville on 26 May



40 year-membership presentation to Principal Linda O'Regan at St Christopher's Primary School (right), Holsworthy with the IEU's Pam Smith



Rep's compendium gift to dedicated Rep at Nazareth Catholic Primary School, Shellharbour, Kathie D'Souza



Rep's compendium gift to dedicated Rep at Nazareth Catholic Primary School, Shellharbour, Jodie Howard

Facing floods in Lismore: Meet our 'new' organiser



"I found myself in tears at least once each day hearing the personal stories of loss, risk, danger, terror and, finally, rescue."

Sandra White was an organiser for the IEU from 1999-2019, working mostly with the Penrith/Blue Mountains Sub Branch, and finishing her working life with the North Coast Sub Branch, based in Lismore. She is returning temporarily to the IEU to cover for an organiser on long-service leave. Here she writes about her recent experiences during the Lismore floods.

Being retired is not all I expected it to be during times of bushfires, pandemics and floods. I'm not alone there, obviously, as life has changed for everyone over the past couple of years.

But maybe it's one of the reasons I'm so glad to be rejoining the union team as an organiser for the Mid North Coast Sub Branch of the IEU, replacing Steve Bergan while he takes long service leave. It seems like a life that might be close to normal.

I say 'close to normal' because living in Lismore NSW is anything but normal. Everyone knows of the catastrophic flood that hit Lismore at the end of February but try to really imagine two extra metres of water on top of the previous worst flood ever. That's one more tall basketball standing on the shoulders of six other basketballs – can you imagine that?

I don't like to use the work 'unprecedented' these days, but that is what it was. Unprecedented, unexpected, unthinkable ... and utterly traumatic for those trapped as the waters rose and they faced the possibility of death.

'Unprecedented' is why so many were caught out. Locals are used to floods and do have flood safety plans ready to go – for a normal flood.

I worked at the 'help desk' at Resilient Lismore in downtown Lismore following the floods and found myself in tears at least once each day hearing the personal stories of loss, risk, danger, terror and, finally, rescue.

Like most others living on high ground, I shared my home with flood refugees and put on my gumboots to help with the clean-up. I wished at the time I could have done more – survivor's guilt, I suppose.

The stories of community help are many and wonderful. Donations came from everywhere around Australia, and people from as far as Victoria, South and Western Australia turned up to volunteer.

I know from my work at Resilient Lismore how much this was appreciated by the flood victims but can also see the terrific cost the experience has taken on them: mentally, emotionally and physically.

Trauma impacts a person's ability to assess and plan the way forward. It fogs the brain. It is tiring and draining. Dealing with bureaucracy and administration, supplying personal documentation for relief grants is nigh impossible for many, especially given the continuing disruption to their home life and that personal computers and paperwork have gone down the gurgler – literally.

Lismore still looks apocalyptic and it will take years to recover. For most locals it is one day at a time but thank goodness for the helping hands of so many kind neighbours here and around the country.

And thank goodness for a newly elected federal government that will finally act on climate change.

Professional development update

New Highly Accomplished and Lead Teacher Accreditation Policy (HALT policy 2022)

Members may be aware that the NSW Minister for Education and Early Childhood Learning, Sarah Mitchell, has recently launched the revised Highly Accomplished and Lead Teacher Accreditation Policy (HALT policy (2022)). The NSW Government has set a target of 2500 teachers achieving these higher levels of accreditation by 2025.

The IEU has always been an in-principle supporter of higher accreditation levels, with the proviso that important protections and accessibility provisions are in place.

Over several years, the IEU has been engaged with NESA on HALT accreditation policy development, seeking modifications that would make it more accessible to classroom teachers and reduce the risk of an unsuccessful outcome after engaging with the process over time. The current form includes clearer guidelines and a modularised program that allows for ongoing

feedback and provides more flexibility for teachers whose circumstances require a different pathway through the process.

NESA has provided some preliminary information to the IEU that will impact both those already engaging with the process and those considering it, as follows:

The streamlined policy will better support teachers to apply and achieve recognition at the higher levels.

Broken into three modules, the new process will provide teachers with:

- clearer guidelines on annotations and evidence required
- specific feedback at the end of each module, with the opportunity to respond and resubmit evidence
- workshops, information sessions and an online resource hub to support reflection on teaching practice.

NESA has developed some resources to assist teachers interested in engaging with the HALT accreditation process. An introductory video on the HALT policy (2022) for new applicants and policy information can be found on the NESA website: educationstandards.nsw.edu.au/wps/portal/nesa/teacher-accreditation/apply/higher-levels#starting-2

We remind members that accreditation at higher levels is a voluntary process. The IEU believes there are many teachers who would meet the criteria to achieve Highly Accomplished or Lead Teacher accreditation status. We continue to lobby for appropriate remuneration for HALT teachers and would welcome feedback from members on their experience with the process.

Veronica Yewdall, Pat Devery
Professional Officers



IEUA NSW/ACT Branch Secretary Mark Northam (right) presents a cheque to APHEDA Programs and Quality Manager Sharan KC (centre) and Chief Financial Officer Lois Rahayu

Stop-work solidarity

When the IEU's Catholic systemic school members held a full-day stop-work action on 27 May, IEU officers and organisers also forewent a day's pay in solidarity. The union has donated this collective day's pay to Union Aid Abroad – APHEDA.

APHEDA will use this donation to support two causes in Timor Leste: strong and sustainable farmers' unions that are lifting wages and providing a stable food source for thousands of people; and the Working Women's Centre Timor Leste (WWCTL), which aims to establish rights for vulnerable women domestic workers.

"The IEU has a long and deep history of supporting APHEDA and its important work," said IEUA NSW/ACT Branch Secretary Mark Northam.

APHEDA Programs and Quality Manager Sharan KC said: "One of the challenges in Timor is informalisation of work – informal workers are not part of the labour laws. Through our support, the Working Women's Centre is organising domestic workers and lobbying for legal protections. This would not only help domestic workers but all informal workers." WWCTL's recent conference was opened by President Jose Ramos Horta.

The farmers' project is a long-running one supporting ordinary farmers through supplies of fertiliser, seeds and pesticides. Through this project, farmers are learning about sustainable agricultural practices, how to adapt to a changing climate, and how to advocate for themselves.

Monica Crouch Journalist

Study up before tax time

The Australian Taxation Office (ATO) has a range of tips and information to help you lodge your tax return this year.

Whether you drive from school to sporting events or have been doing extra study that relates to your current job, there is a tax guide for teachers and educators to help you navigate your deductions.

And don't forget that COVID-19 tests you purchased for work purposes are now tax deductible. You can claim a deduction for COVID-19 tests you paid for from 1 July 2021 as long as you:

- used the test for a work-related purpose
- had a qualifying COVID-19 test, such as a PCR test or a rapid antigen test
- have a record of your purchase
- paid for the test yourself and were not reimbursed for the cost by your employer.

While you can't claim your new trackpants or ugg-boots, you can claim other working from home expenses.

Find out more: ato.gov.au/wfhPR



One for the history books

Chris Wilkinson
President



Here we are at the end of Term 2 – and what a term it has been.

I take this opportunity to thank everyone who took time out for the two stop work days and especially to the thousands of you who attended the rallies around NSW and the ACT.

These rallies would not have been the success they were if it wasn't for you attending, wearing yellow, joining in the chants and songs and taking the time to make amazing posters and signs, speaking at the rallies and marching shoulder to shoulder with colleagues and members of the NSW Teachers Federation.

What a momentous occasion it was for members from the two unions to unite and ask for better working conditions, to be paid what we are worth, to give our support staff a better deal and to end the staff shortages that are having a profound effect on teachers' workloads and eating into their preparation and planning time.

Our students deserve better and so do our teachers and support staff. Without your support and belief in the union, these stoppages would not have been as successful as they were. Let's hope that our voices have been heard and we look forward to changes for the better in the very near future.

Thanks must go to all the IEU staff who worked hard to make the rallies the success they were. Special thanks to the IEU organisers from both Victoria and Queensland who assisted at the rallies. Well done to all.

What would we do without our amazing support staff? Every day they're working with our students, keeping the front offices and reception areas a welcoming place for parents, students and visitors, keeping the photocopying machines running and assisting teachers with their every request.

They take care of sick and injured students, answer the never-ending phone calls, and keep our schools in tip top condition, taking care of the grounds and the daily rubbish run, mowing lawns and keeping the gardens in pristine condition. They're always there to change a light bulb or fix the technology that just won't work when needed for a lesson. They are the backbone of our schools, and they deserve a fair deal and better pay.

I hope that you all take time for yourselves during the break, sit down and read that book you've been wanting to read, go for a long walk, have coffee with friends and just enjoy yourselves.

Once again thank you for your support and I look forward to continuing to work with you.

We act because we care

Bernadette Baker
Vice President Systemic



I had the opportunity to speak at the Wollongong rally and march to more than 2300 teachers and support staff.

I was so inspired by those teachers and support staff from over 108 schools.

I also recognise that we are colleagues across schools and systems, who work in all types of schools, and we care for our students and the profession's future.

That is why we went on strike. That is why we took our cause to the streets. We care for their future and ours.

Our message to our employers is not hard, or difficult, or impossible.

We demand that they hear our voice. We are the ones with feet on the ground, faces in front of classes who are doing the work in schools.

Our log of claims is not hard to understand:

- proper pay
- improved preparation time
- improved conditions for support staff
- less admin and paperwork demands
- strategies to address the chronic staff shortages across all sectors within Catholic schools.

Hear our voice, Catholic employers.

We are your strength! We are your voice too. We deserve and demand more than thanks. We deserve and demand that you hear our voice.

The strength of this campaign is in our numbers. Therefore, keep encouraging those who are not members to sign up and join us on this critical journey of our profession. Ask, encourage, inspire those who are not members to be a member colleague with you.

Join online or call us on 8202 8900, or it's as easy as: ieu.asn.au/join-page

Teachers Health opens new centre

Teachers Health has opened a new state-of-the-art Health Centre at 60 Phillip Street Parramatta (pictured below). Services on offer include eye care, dental care and a member care counter.

The IEU was pleased to be part of the official opening of the new Parramatta Health Centre on 16 May. Like other Teachers Health Centres in Surry Hills, Wollongong and Newcastle, the Parramatta centre offers top-quality dental and eye-care services, as well as a range of member discounts.

The centres are open to everyone: Teachers Health members, members of other funds and those without extras cover.

For health and safety reasons, for now all services are by appointment only. To book: 9407 2626.



Reflecting on reconciliation

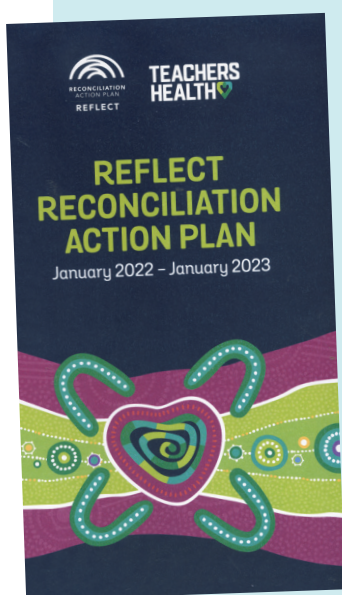
Staff and affiliates (including representatives from the IEU and the NSW Teachers Federation) joined the launch of the Teachers Health Reflect Reconciliation Action Plan on 23 March.

To open this special event, Gadigal Elder Uncle Allen Madden gave a Welcome to Country.

"I'm proud to champion Teachers Health Group's commitment to reconciliation," Teachers Health CEO Brad Joyce said.

"It's about building formal frameworks to create genuine opportunities by working with Aboriginal and Torres Strait Islander peoples to achieve long lasting and equitable outcomes. It reflects our values, attitudes, beliefs and our genuine commitment to achieving positive change."

Read more and download the Reconciliation Action Plan: www.teachershealth.com.au/about-us/social-responsibility/reconciliation/



ENVIRONMENT GRANTS

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 environmental projects. TMB and IEU have a proud history of funding education projects that bring sustainability initiatives to life.

Typical projects include habitat conservation; biodiversity and tree-planting; outdoor learning areas; vegetable gardens; water and energy saving; waste, recycling and composting; and Aboriginal and Torres Strait Islander environmental projects.

Eligibility criteria include the project's viability, a link to a broader environmental education strategy, and effective project management.

Applications open: Monday 18 July 2022

Applications close: Friday 23 September 2022

We ask successful applicants to provide a brief video presentation and photos at completion of the project so we can see its progress and benefits.

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

Teachers Mutual Bank
We put you first

IEU Independent Education Union of Australia NSW/ACT Branch



APPLY NOW

Member benefits

Union Shopper

Union Shopper Executive Officer Andrew Tait talks to IEUA NSW/ACT Branch Secretary Mark Northam about benefits for members.



Union Shopper was established over 45 years ago by the Queensland Teachers Union, and quickly grew to where it is today. Now operating as a national service, Union Shopper provides benefits to over 86 union branches with a collective membership of over 800,000 members.

Fully endorsed by the ACTU, Union Shopper has grown to become the number one union benefits program in Australia. This is something the entire union movement can be proud of. We talked to Executive Officer Andrew Tait.

How does it work?

Simply call Union Shopper on 1300 368 117 to place your enquiry with our national call centre. Or go online and register at www.unionshopper.com.au

What benefits can IEU members expect to receive?

Our most popular service remains our electrical category. We have commercial accounts in place with suppliers such as the Good Guys and JB Hi-Fi. As such, members receive an average of 26 percent discount off the ticket price.

What other discounts are available for IEU members?

As well as the great discounts on electrical items, members can also save on:

- travel
- accommodation
- insurances
- tyres and car servicing
- gift cards
- movie tickets
- and more.

To see all the benefits available visit www.unionshopper.com.au and create an account.

How does Union Shopper pass on such huge benefits to members?

By harnessing the purchasing power of our union collective, we go to the marketplace with volume sales each day and can command the best prices available on a wide range of goods and services.

Union Shopper is proudly a not-for-profit organisation, 100 percent union owned, and run solely to benefit members.

We deliver maximum discounts available from the marketplace directly to members every day.

Any last words?

Union Shopper is proud of its history and the achievement of being the number one member benefits organisation, within the union movement. We acknowledge that this has only been made possible because of solid engagement and support from members.

We thank members of the IEUA NSW/ACT Branch for their ongoing support and look forward to working with the union in the years ahead.

Andrew Tait

Executive Officer, Union Shopper



For more information and to start shopping

The bank founded by teachers, for teachers

Find out more

 **Teachers
Mutual Bank**
We put you first

Membership. Lending criteria and conditions apply.





Your nominated beneficiary GET IT RIGHT

The beginning of a new financial year is a good time to check your super to be sure you have nominated a beneficiary. At NGS Super the Claims Review and Insurance Committee looks at all claims with a special focus on claims where a deceased member has not nominated a beneficiary or where there is a dispute about the distribution of a death benefit or where the named beneficiary is ineligible to receive the benefit.

The Trustee has an overriding legal obligation to pay the benefit, which may include an insured component, to the correct recipient. This is governed by the *Superannuation Industry (Supervision) Act 1993 (SIS Act)*.

The Act defines the eligible recipients as a spouse, child (any age) and anyone in an interdependency relationship with the deceased member at the time of death. 'Interdependency' includes 'a close personal relationship', 'they live together', 'one or each of them provides the other with financial support' and 'one or each of them provides the other with domestic support'.

A general rule of thumb for the Trustee is: who would have benefited if the member had not passed away. There are different tax treatments for the differing categories. For example a child who is a minor or a child still living at home while at university would pay no tax on the benefit. An independent adult child, however, would be required to pay tax on the benefit.

In line with their fiduciary duty, the Trustee must look at the circumstances of the deceased at the time of death. First and most importantly, did the member nominate a beneficiary and if so was it a binding or non-binding nomination? Valid binding nominations remove any discretion the Trustee may have in relation to the distribution.

If valid, it must be paid to the named recipient. NGS Super offers two types of binding death nominations: a three-year binding nomination which must be renewed and an ongoing binding death nomination which does not have to be renewed; as it is perpetual. Binding nominations provide certainty as to the intentions of the deceased.

If the nomination is non-binding or if there is no nomination, the

Trustee must investigate the personal circumstances of the deceased at the time of death. First, the Trustee will look at the provisions in the will to determine what the member wanted. They will also look at the date of the will to see if it is current. A will is very helpful as a guide, but not binding on the Trustee.

Other information that is relevant concerns the living situation of the deceased such as children, marital/de facto status and interdependency relationships. The death certificate will be considered. Potential claimants will be contacted to find out if they intend to make a claim on the benefit and the appropriate forms will be provided to them. In the case of a non-binding death nomination, the Trustee has discretion as to who receives it in line with the requirements of the SIS Act.

The reason for this is that members' circumstances change. For example, a member may have nominated his/her spouse 15 years previously, but with the breakdown of the relationship the member may have started a new family and has two young children at the time of death. In that case, the Trustee would disregard the earlier nomination and pay the benefit to the current spouse and/or set up a trust for the children.

So, it is important to make sure you have made a nomination in order to clarify who you wish to receive your superannuation/insurance benefit.

Binding nominations are powerful and it should be noted that binding nominations can be made in favour of your estate. In that case the superannuation death benefit would be paid to your estate then distributed in terms of the provisions stipulated in your will. It's clean, accurate and provides certainty. All forms can be downloaded at www.ngssuper.com.au

Bernard O'Connor
(former NGS Super Company Secretary)



(Important information: the information in this article is general information only and does not take into account your objectives, financial situation or needs. Before making a financial decision, please assess the appropriateness of the information to your individual circumstances, read the Product Disclosure Statement for any product you may be thinking of acquiring and consider seeking professional advice. Past performance is not a reliable indicator of future performance. Any opinions are those of the author and do not necessarily reflect the view of NGS Super.)

IEUA NSW/ACT Branch Executive

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Assistant Secretary Liam Griffiths Eora Nation	General Executive Members
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Vice President ACT Angela McDonald St Thomas Aquinas Primary School Charnwood Ngunnawal Nation	Glenn Lowe St Joseph's Catholic High School Albion Park Dharawal Nation
	Peter Criticos St Joseph's High School Aberdeen Wonnarua and Gamilaroi Nations



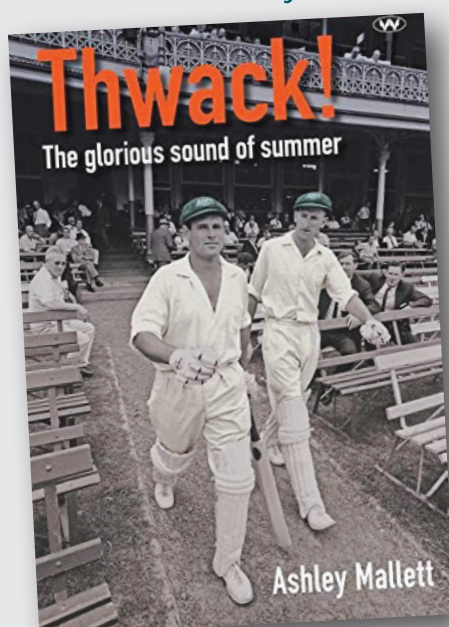
with Professional Development and Reps Training

www.ieu.asn.au

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 6120 1500

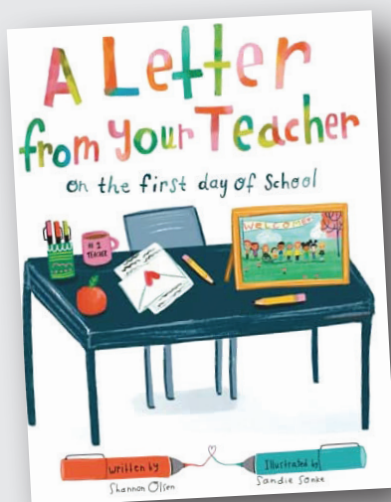
Giveaways



Thwack! The Glorious Sound of Summer

Author: Ashley Mallett
Publisher: Wakefield Press

Cricket stories abound in *Thwack!*, from Jack Hobbs' adventures Down Under in the summer of 1907–08, to Bradman, Lillee, Warne, the Chappells, 'Tibby' Cotter, Viv Richards and Clive Lloyd. Imagine yourself in the stands watching Bradman versus Warne at the top of their form. Read the intriguing rise of Billy Birmingham, The 12th Man. What is lyricist Tim Rice's cricket story? Start with the most painful whack of them all – the story of Bumble and the pink box.

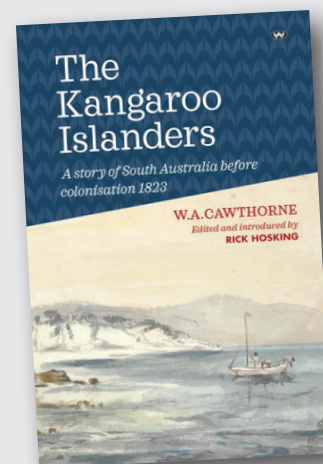


A Letter from your Teacher on the first day of school

Author: Shannon Olsen
Illustrated by: Sandie Sonke

From the author and illustrator of *Our Class is a Family*, this heartwarming picture book helps teachers in welcoming their new group of students on the first day of school. Through a letter written from the teacher's point of view, students are given the message that their new teacher is someone they will get to form a special bond with. Their teacher is not only there to help them academically, but also to cheer them on, and to provide a caring, safe environment for them to learn and grow.

There is a blank space on the last page for teachers to sign their own name, so that students know that the letter in the book is coming straight from them. With its sincere message and inclusive illustrations, *A Letter from your Teacher* is a valuable addition to any primary school teacher's classroom library.



The Kangaroo Islanders: A story of South Australia before colonisation 1823

Author: Rick Hosking
Publisher: Wakefield Press

Written in the mid-1850s before any official or more orthodox history of the South Australian colony had appeared, *The Kangaroo Islanders* is one of the few colonial novels that represents in fleeting glimpses some of the improvisational and interactive encounters between the colonisers and the colonised on the edges of the island continent.

A remarkable and colourful book, this novel represents life on Kangaroo Island in the period between 1802–36. Rick Hosking has annotated the book extensively with absorbing historical information and fascinating details of personalities and events, making this new edition of *The Kangaroo Islanders* a delight for both fiction fans and history buffs. And art lovers too, for the book includes pages of many of WA Cawthorne's best watercolours, reproduced in colour.



Email entries to 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 23 August 2022.

2022 NGS Super Scholarship Awards now open.

NGS Super is offering members the opportunity to win one of 6 scholarships valued at \$5,000 each.

Entries open 1 July and close 31 August 2022.

Visit ngssuper.com.au/scholarships to find out more and apply online.

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ngssuper.com.au/scholarships



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