

# LOVE DOESN'T PAY THE BILLS

“We’ve had a lot of tears, but that’s a positive, because it comes from such passion, experience and dedication.” **Dr Anne Aly**



From left: IEUA NSW/ACT Branch Deputy Secretary Carol Matthews, Secretary Mark Northam, Federal Minister for Early Childhood Education Dr Anne Aly, former Early Childhood Service Vice-President Gabrielle Connell, President Tina Ruello and Early Childhood Service Vice-President Michelle Thompson

## Early childhood teachers shared heartfelt stories of dedication despite low pay with Federal Early Childhood Education Minister, Dr Anne Aly at the IEU’s Reality Roundtable on 4 November.

Dr Aly spent almost a full day listening to everyone from students to seasoned directors, preschools and long day care staff and for-profit and not-for-profit employees as they explained how workload, wages and workforce issues were affecting their lives.

Dr Aly said the problems in the sector were “not a new conversation” but “you now have a government that is listening . . . we are committed to working through these issues with you”.

Emotions were running high as some teachers explained they were resigning from the profession they love because they could no longer cope.

“I cried every day for a year coming to work during COVID. It was just huge what we had to do, to support the families, the children and the other staff. I couldn’t cope. It was burnout,” one teacher said.

Another teacher, a single mum who said she would never be able to pay off her HECS debt, relies on welfare to top up her income.

“I shouldn’t be in that position. I have five years of uni behind me. I’m a professional teacher.”

Another said she had worked as a nanny on Saturdays for many years “just to pay the rent”.

“I’m an absolute professional, yet I feel the shame of living in poverty. It’s a big challenge to my mental health.”

Another said: “You need a good partner with a good job to survive as an early childhood teacher. It shouldn’t be that way.”

Directors talked about the stress of having to negotiate their wages over and over with a parent committee; the difficulties in finding

casuals due to the current worker shortage and having to cover for Cert III educators when no one else was available.

“People are losing their passion. Love does not pay the bills.”

One teacher said: “The stress comes from the gap between what you know the children need and what the funding allows.”

IEUA NSW/ACT Branch Senior Industrial Officer Michael Wright outlined some of the challenges in the sector. Enterprise agreements must be negotiated on a centre-by-centre basis. This is a laborious process, and subsequently many early childhood teachers in NSW remain on the low paying modern award.

Multi-enterprise bargaining, as proposed by the government’s *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022*, would address this problem, enabling teachers to ask to be included in an agreement with colleagues from other centres.

Dr Wright said pay parity for early childhood teachers with school teachers is key to making the sector more attractive. At the moment a teacher qualified to teach 0–8-year-old children can choose to work in primary schools and earn up to \$25,000 more than they can in the early childhood sector.

In 2013 the IEU initiated an Equal Remuneration Order case before the Fair Work Commission, arguing early childhood teachers were underpaid because they were women. The legislation required the IEU to prove they were underpaid by using a male comparator, in this case male engineers and male primary school teachers.

**Sue Osborne** Journalist  
*Continued on page 2*



**HEAR OUR VOICE**

## Catholic systemic campaign **Members stand up and stop work**

Teachers and support staff in Catholic systemic schools gave their employers a short, sharp reminder to come to the negotiating table by conducting a one-hour stopwork on Tuesday 15 November from 8.30am to 9.30am (with some chapters taking action at different times). This was legally protected industrial action.

Members were protesting the lack of progress on negotiations for a new enterprise agreement.

“Talks began in early February,” said IEUA NSW/ACT Branch Secretary Mark Northam. “It was mid-November and employers were no closer to resolving pay issues.”

During the stopwork hour, Chapters united in a strong show of support and solidarity. Some gathered to march out their school gate in bright yellow Hear Our Voice t-shirts, others waved flags, took photos, or met offsite for a well-deserved cuppa (see pages 8-9). One chapter held a letter-writing masterclass, urging employers to take immediate and meaningful action on workloads.

The IEU had written to employers on 25 October complaining about the slow progress. By 10 November, the IEU had not received a response, leaving members with no option but to vote on taking stopwork action.

“Members were tired and frustrated with their employers’ failure to respect them by negotiating in a fair and timely manner,” Northam said.

*Continued on page 8*



## Join us



## Follow us



*Newsmo* is published eight times a year (two issues per term) by the Independent Education Union of Australia NSW/ACT Branch.

**Executive Editor** Mark Northam, Secretary, for and on behalf of the IEU Executive and members

**Managing Editor** Monica Crouch  
**Journalist** Sue Osborne  
**Photo Journalist** Katie Camarena  
**Graphic Design** Chris Ruddle  
**Proofreader** Helen O'Regan

**Contributions** and letters from members are welcome. These do not reflect endorsement if printed, and may be edited for size and style at the Editor's discretion. Write to:

**Newsmo**  
485-501 Wattle Street  
ULTIMO NSW 2007  
GPO Box 116  
SYDNEY NSW 2001  
Tel: 8202 8900  
Toll free: 1800 467 943  
Email: [ieu@ieu.asn.au](mailto:ieu@ieu.asn.au)  
[www.ieu.asn.au](http://www.ieu.asn.au)

*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.*



"I'm an absolute professional, yet I feel the shame of living in poverty. It's a big challenge to my mental health."



Due to flaws in the current Fair Work Act, the Commission had to reject this comparison, and the IEU was unable to pursue this case. Under the new legislation proposed by Labor, gender equity would be given priority and the highly problematic need for a male comparator would no longer exist.

Were the IEU to run this case again, it is expected that it would have a better chance of success under the proposed legislation.

Dr Wright said it was also important early childhood teachers continued to emphasise their professional qualifications and the research which illustrated the importance of having a degree qualified teacher present in every centre.

"Teachers and educators are different and we need to say so."

IEU Vice-President Early Childhood Sector Michelle Thompson said collective bargaining would give the profession a stronger voice, but right now it was "chronically haemorrhaging dedicating, qualified staff" and urgent action was needed.

Subsidised childcare fees from July next year would result in even more demand for places. Early in November Goodstart Early Learning Advocacy Manager John Cherry told a Senate Committee the nation would need to employ 9000 more early childhood staff, as well as fill the 7000 current vacancies to meet surging enrolments.

Summing up the day, Convenor and journalist Lisa Bryant said teachers were reaching breaking point, struggling with mounting bureaucracy and children with additional needs.

"We need concrete ideas and concrete action now."

Bryant suggested some immediate actions such as standardised downloadable enrolment forms on the Australian Children's Education and Care Quality Authority (ACECQA) website.

Another useful step would be a change of rules around the university prac. Currently diploma qualified staff working towards their degree cannot do their prac at their own workplace. They must take unpaid leave to do the prac at another centre, for up to 85 days in some cases.

Speaking at the close of the event, Dr Aly said she had never encountered a room of such passionate, professional and dedicated

people in all her years as a policy maker, a professor and a politician.

"I have seen the love for what you do and, more importantly, the love for the children and the education you provide. It's abundantly clear right here in this room and I thank you for giving me the opportunity to share that passion with you. It is truly a privilege to meet you all.

"We've had a lot of tears, but I know where those tears are coming from. That's a positive because it comes from such passion, experience and dedication."

Dr Aly said the government's Early Learning Strategy would reflect that early learning was part of the education journey. The government would focus closely on the 0-5 years, with Social Services Minister Amanda Rishworth and Education Minister Jason Clare part of the process.

"We know what you do is not childcare. No child born into disadvantage should have to carry that disadvantage through life. The work that you do is fundamental to that, and that's phenomenal.

"If you have spoken today about losing your passion because of the conditions under which you work, I ask you to reflect on the difference you make each and every day to a child's life.

"Give yourself a moment to look in the rear-view mirror and think about how important your work is."

Dr Aly outlined the government's plans for multi-enterprise bargaining, fee-free TAFE places, a Productivity Commission report on the sector, the ACCC inquiry into the sector, the Early Learning Strategy, and university scholarships.

"This is just a start. In five months, we can't fix 10 years of neglect. We've hit the ground running but there's more to do.

"We can't do this alone; we need union support, and our state government counterparts must help.

"We recognise you are highly trained experts who want significant career pathways. Let's keep talking."

IEUA NSW/ACT Branch Secretary Mark Northam said it was important for the government to engage in ongoing consultation with the union.





Independent Education Union NSW/ACT Branch

## HEAR OUR VOICE

# Employers table a shoddy deal

### Catholic systemic employers have presented these administrative adjustments to IEU members:

- an increase of 0.25% back paid to the first pay period on or after 1 July 2022
- a lump sum equivalent to 0.25% of the employee's salary as of 30 June 2022 (applied to six months only); and
- an increase of 2.54% from the first full pay period on or after 1 January 2023.

**Mark Northam**  
Secretary



**This low offer reflects adherence (with the exception of the Broken Bay Diocese which is offering slightly more) to the Catholic pay parity principle, that is, not a cent more, nor a day before, our public school colleagues.**

While the NSW Government restricts pay rises for NSW public servants by legislation to 3% per annum (including superannuation), no such impediment exists in Catholic systemic schools. Put simply, there is no legal or technical

impediment to employers offering increases beyond public school rates.

In an effort to untangle the link between government school teachers and IEU members, the union boldly sought – and was granted – leave to intervene in a NSW Industrial Relations Commission hearing recently in an effort to present our case for increased salaries alongside the NSW Teachers Federation.

The NSW Industrial Relations Commission handed down its decision in accordance with the legislation. It was not an independent judgement about what teachers and support staff should be receiving.

The pay cap imposed on NSW public servants, which also snares Catholic systemic school members, is a blunt instrument that does not address cost-of-living increases, complex workloads and the teacher shortage. The shoddy offer will not assist the profession, either in the short term or the long term.

### A turning point

The NSW election will be held on 25 March 2023.

The NSW Labor Party has committed to abolishing the State Government's imposed pay cap. IEU members will now be seeking a political solution to workload issues, non-competitive salaries, and to ensure support

staff salaries match those in government schools.

Pay parity for support staff, which has been in play since 2019, is a particularly galling matter. For employers to adopt a strategy of further delay is inconceivable.

### What's next?

Term 1 2023 will be busy. IEU members will be updated regarding how to engage via Unions NSW, with the push to rid NSW of the legislated pay cap for teachers.

The resolve of members to pursue salary justice and achieve more manageable workloads is unwavering. It's unreasonable for Catholic systemic employers to continue aligning themselves with NSW Government public service outcomes.

Member dissatisfaction with the advice provided by the directors of the various dioceses is profound. Of particular concern was the sentence that indicated:

"We have provided a pay offer that responds to all of the claims put forward on your behalf in the IEU's log of claims."

This struggle has a way to go. Maintain the pressure at school and diocesan level. The recent one-hour stoppage by over 300 schools is the temperature gauge the union relies upon.

## What do the new IR changes mean for you?

**Carol Matthews**  
Deputy Secretary



**There has been extensive media coverage about recent changes by the federal Labor Government to workplace legislation, described as the *Secure Jobs, Better Pay* amendments.**

The government's proposed legislation was complicated and there were many amendments to the original Bill, moved both by the Government itself and by crossbench senators. This article reflects our understanding of the changes as we go to press.

Most of the changes will not come into effect until the middle of next year with some having an even longer timeframe for implementation. However, we can expect that employers will bring their practices into line with some of the new requirements before then, although the bargaining changes will not be available until the legislation comes into effect in late June.

### Temporary employment

The new Act will ban fixed term contracts that have a duration of more than two years or, if an employee is extended on rolled over contracts to do the same work, the total duration of one or more contracts exceeds two years. The new provisions will come into effect from the end of 2023 and may be reviewed further before then.

There are exemptions to the new fixed term rules. These include an employee replacing another employee on leave and an employee whose job is funded by government in circumstances where it is unlikely the government funding will extend for more than two years.

Where an employee is employed on a fixed term contract contrary to the new rules, the fixed term contract will not terminate on the specified end date and the employee will continue to be employed and have the same rights as other ongoing employees.

It is not yet clear how the new provisions will apply to employees (such as teacher aides) who have a mix of permanent and temporary hours. However, it does seem clear that teachers on fixed term contracts where the reason for their temporary status is unclear, will benefit. Under existing provisions in enterprise agreements, even if an employee is employed as a temporary in breach of the relevant enterprise agreement or award, in some cases it can be difficult to force an employer to appoint the employee permanently. The amendments should make that easier.

### Right to request flexible work

Employees have a right to request flexible work arrangements in certain circumstances (for example to care for a child) and employers can only refuse the request on reasonable business grounds. However, this right can be difficult to enforce in many workplaces. Employees will now have the right to challenge a refusal by the employer or a failure by an

employer to respond to the request or give reasons. If the employee refers a dispute to the Fair Work Commission, the Commission can conduct a conciliation of both parties and even make an order to force the employer to take action to resolve the problem. This will be a significant improvement on the rights of members in many independent schools under current enterprise agreement clauses.

### Arbitration in bargaining disputes

There will be a new right to seek arbitration by the Fair Work Commission if bargaining has broken down for a new enterprise agreement. Parties will be able to approach the Commission if the bargaining has become intractable and ask the Commission to rule on outstanding matters if it is at least nine months since the previous agreement expired or when bargaining commenced. This new right will be available for agreements applying to single employers or in 'single interest' bargaining, such as the current bargaining with Catholic systemic schools.

### Single interest bargaining

It will become easier for employees to access single interest bargaining. A big change is that unions will for the first time be able to initiate bargaining with employers who have a common interest, by obtaining a 'single interest' declaration from the Fair Work Commission. This can be done by agreement with employers or by demonstrating the support of employees in the relevant workplaces.

If a declaration is obtained, it improves the bargaining rights of the employees, as compared to those under current multi-enterprise bargaining. Existing multi-enterprise agreements applying to schools represented by the Association of Independent Schools expire in January 2025 so the new rules will be in place for the next round of bargaining.

### Supported bargaining

The union understands that new 'supported bargaining' provisions may apply to teachers in early learning centres. There have been some initial discussions with other unions and employers as to how the new provisions might work, but there is still much work to do. Clearly the focus will be on those workplaces where there is not a current enterprise agreement, or the agreement has expired, so that wages can be lifted for as many employees as possible above modern award rates. We will keep members informed about these discussions.

### Further details

The details and implementation of the new legislation will become clearer in coming months. In the meantime, the Labor Government must be congratulated for their achievement in enacting these far-reaching changes.

## Lismore Diocese 2 months' free membership

**Changes to the payroll system in the Lismore Diocese mean paying your union fees through payroll deduction has become problematic.**

The IEU is offering 2 months' free membership to all members in the Lismore Diocese who switch from payroll deduction to credit card or direct debit.

We urge you to switch over soon by calling our Membership Team on 8202 8900 (press 1).



# Making a stand for support staff

Two support staff members from the south coast have fronted TV cameras for the IEU's Hear Our Voice campaign for better pay and conditions in Catholic systemic schools. Students Services Officer Lisa Soligo and Curriculum Support Officer Margaret Smith gave an interview to WIN News Illawarra on 8 November.

The report noted that support staff in Catholic systemic schools are earning 23% less than their counterparts in the government system. "It's frustrating to earn less than those in the public system, particularly when we know we're doing the same job," Lisa said.

Margaret said: "It's been going on for too long now and it has to come to an end".

Lisa said, "We're passionate about our jobs. We love the kids and working in an environment like this, but we want to be recognised for what we do".

"People have left and gone on to bigger and better things where they have more respect," Margaret said.



From left, IEU member Margaret Smith, IEU Organiser Tina Smith and IEU member Lisa Soligo

After the interview, Margaret said she had been "petrified" about going on TV, but she felt so strongly about the issue she had to take action. "You can't sit back and let others do it, you have to stand up," she said.

Support staff have been at the forefront of the Hear Our Voice campaign. "This is just as important to us as to the teachers, if not more so," Margaret said. "We've got a lot to gain. We want to show our employers that we are not weak and we can stand up for ourselves."

IEU Industrial Officer Carolyn Moore said some Catholic employers were "dragging their feet" and

action was needed to ensure disparity did not become "entrenched". Only the Broken Bay Diocese has agreed to pay parity with government schools, beginning next year.

Other support staff members have been waiting more than three years for a positive outcome to this dispute.

Watch the video: <https://fb.watch/gZm5eRWSuP/>

Sue Osborne Journalist

# Bread and roses: New IR laws pass

The Labor Government's *Secure Jobs, Better Pay Bill* passed both Houses over 1 and 2 December after an intense month during which members of the IEU and other unions took creative actions to urge independent Senator David Pocock, whose vote was crucial, to pass the legislation.

The aim of the new laws is to get wages moving after a decade of stagnation.

Teachers and support staff in independent schools, along with teachers in the early childhood education sector, will benefit in particular.

"These meaningful reforms are a big step forward within a responsible, practical framework," said IEUA NSW/ACT Branch Secretary Mark Northam.

"They update the rules for multi-employer bargaining and remove many of the complex legal restrictions holding back wages and conditions.

"The bargaining rights of teachers and support staff in independent schools who are covered by multi-employer agreements are greatly strengthened. There are positive mechanisms for bringing parties together to resolve differences and, as a last resort, independent school employees will have the democratic right to vote on legally protected industrial action.

"This incentivises employers to come to the table and negotiate fairly.

"New powers for the Fair Work Commission are another big improvement. Should bargaining become protracted or break down, the Commission will be able to determine matters on which the parties are unable to reach agreement."

Under the previous laws, employees in independent schools could not get assistance from the Fair Work Commission and in no circumstances could they take protected industrial action.

Yet independent school employers could unite and bargain for these agreements – an obvious imbalance of power. The new laws grant teachers and support staff in independent schools the same rights as those in Catholic diocesan schools.

Teachers in the early childhood education and care sector stand to benefit as well.

"The IEU is optimistic about achieving better pay and conditions for degree-qualified early childhood teachers who

were previously left out of the bargaining system," Northam said.

"They will have greater access to enterprise agreements under the supported bargaining stream."

## Video goes viral

But it has taken some doing. IEU members turned up time and again to encourage Senator Pocock to pass the laws: at his town hall meeting on 16 November; outside his Canberra office on 23 November; and via a viral video posted to the IEU's social media featuring IEUA NSW/ACT Branch Vice President (ACT) and primary school teacher Angela McDonald.

"You and I have a lot of things in common," McDonald said in the video, addressing Senator Pocock while holding a bouquet of flowers.

"We both serve and support the community. I'm a teacher. We're both activists. We both value and recognise the importance of integrity. We both recognise and value equality. I personally have been negatively impacted by the gender pay and superannuation gap. We both see the cost-of-living crisis every day, and we know the solution: real wage growth. Let's get wages moving for all Australians.

"Ordinary Aussies have donated to buy these flowers for you. We need bread, but we need roses too. We need the basics and we deserve dignity, real wages and respect. Ultimately, we both want the same things. A better future for all Australians. The *Secure Jobs, Better Pay Bill* is crucial."

The Senator found himself the recipient of yet more roses as union members from all sectors sought his vote on the industrial relations laws. Some set up a makeshift dining room outside his office, with pay rises on the menu.

On 27 November, after meetings with Workplace Relations Minister Tony Burke, Senator Pocock announced he would support the legislation.

## How it works

Australian Council of Trade Unions (ACTU) Secretary Sally McManus explained the anticipated impact of the new laws and hosed down the fear campaign in an interview on ABC Radio on 1 December.

"One sure way to make sure you're not part of multi-employer bargaining is to



IEU members outside Senator David Pocock's office urge him to support the Bill



Primary school teacher Angela McDonald tells Senator David Pocock in a video: "We need bread, but we need roses too. We need the basics and we deserve dignity."

negotiate an enterprise agreement – then you're excluded from it," she said.

Employers and other commentators have also raised unfounded fears about widespread strike action.

"It's highly unlikely we would take industrial action," said teacher David Caton, who works in the ACT. "But we should have the right to do so in bargaining for a better deal. Employers can act collectively, we should have that right as well."

McManus also eased fears of strike action, saying the new laws were much more about bargaining psychology.

"If you're sitting down and bargaining with someone and the other side knows

you've just got no options, well you tend to get offered a pretty bad deal," she said. "But if they know that you do have options, you tend to get offered a better deal."

## Union values

"The IEU commends the sterling efforts of our members and the ACTU in leading a tireless and complex campaign," Northam said. "The union movement's role in securing these reforms demonstrates that union values of taking collective action to gain justice and fairness benefits all workers in Australia."

Monica Crouch Journalist





From left: Referendum Council Co-Chair Pat Anderson AO; City of Sydney Lord Mayor Clover Moore; and Referendum Council Co-Chair Professor Megan Davis



From left: Network 10 Journalist Narelda Jacobs; Pat Anderson AO, Professor Megan Davis

# Uluru Statement wins Sydney Peace Prize

**The Uluru Statement from the Heart has won the 2022 Sydney Peace Prize for its gracious offer of peace from First Nations People to all Australians.**

Calling for the establishment of a ‘First Nations Voice enshrined in the Constitution’, the Uluru Statement was voted winner by more than 200 community nominations.

The prize was presented by Sydney Lord Mayor Clover Moore to Alyawarre woman and Co-Chair of the Referendum Council, Pat Anderson AO and Cobble Cobble woman and Pro Vice-Chancellor Indigenous and Professor of Law at the University of NSW Professor Megan Davis at Sydney Town Hall on 10 November.

Guugu Yimidhirr man and University of Sydney Law School alum Noel Pearson was due to accept the award too but was unwell on the night.

Davis delivered a heartfelt lecture: “When we stand on lands that have been forcefully taken, with no Voice or

recognition for First Nations people, then we are not living in a country of peace.

“This dialogue process is unprecedented and a profound response to the historic exclusion of First Nations people from the political system.

“The law can oppress and the law can redeem. What does repair look like? Voice, Treaty, Truth.

“A Voice for First Nations people, powerfully enshrined in our Constitution will give us all that chance to step forward together.”

During a panel discussion with Network 10 Journalist and Whadjuk Noongar woman Narelda Jacobs, Anderson said, “We’re in crisis. We’re having problems with education outcomes and domestic violence.

“We need the Voice to Parliament to deal with this. We need a Voice so the government of the day will hear us,” Anderson said.

“We can’t just rely on the good will of this or that politician who makes a change, then it gets changed back when they lose their job. The only way to gain lasting change is to change the ‘Big Law’ – the Constitution,” she said.

“When you’re in the ballot box, it’s just you and your conscience. You must decide what you think and what you feel. Be conscious. Make an informed decision.”

Singer, songwriter, and six-time Aria Award winner Dan Sultan performed before and after the ceremony.

Sultan said he was “not just privileged but spoilt” to perform at the presentation.

The IEU supports the adoption of the Voice to Parliament.

**Sue Osborne** Journalist

# Unions support Gomerioi people in pushback on gas project

**A delegation of 50 unionists including the IEU travelled to Coonabarabran over the weekend of 5-6 November to support the Gomerioi people in their push to prevent energy giant Santos drilling 850 coal-seam gas wells on their traditional land, the Pilliga forest.**

The union delegation included representatives from Unions NSW, the Maritime Union of Australia, NSW Nurses and Midwives’ Association, the NSW Teachers Federation, Australian Manufacturing Workers’ Union, National Tertiary Education Union, United Workers Union, the CFMEU and the Electrical Trades Union.

The Pilliga gas project at Narrabri on the NSW North West Slopes is part of the former federal government’s supposed “gas-fired recovery” and was approved by the NSW Government and Federal Governments in November 2020.

Also in 2020, Santos filed four Future Acts Determination Applications in the Native Title Tribunal in an attempt to override Gomerioi Native Title, which is the only remaining legal impediment to the project. But the odds are stacked against the Gomerioi – the Tribunal has rejected only three such attempts by fossil fuel companies in the past 30 years.

The Gomerioi Nation formalised its opposition to the project in a vote in March 2022, overwhelmingly rejecting Santos’s offer of compensation in exchange for consent to drill their land.

Gomerioi women Suellyn Tighe and Deb Briggs showed the union delegation the areas that would be affected by this climate-wrecking project and talked about their decades-long fight to protect their land.

“First Nations people are used to promises, but what we aren’t used to is follow through,” said Tighe. “So it was a pleasant surprise to see the number of delegates representing different unions travel to Coonabarabran to experience the beautiful Pilliga and to hear our voices and understand the concerns of the Gomerioi Nation.”

It is crucial that workers and their unions oppose new fossil fuel projects like this one. Over the past few years, workers and their communities have keenly felt the brunt of climate-induced floods, fires and droughts. We can all play a vital role in fighting for a better future.

“The Gomerioi have spoken loudly and clearly, and if we believe in an Indigenous Voice, we need to start listening to the voices of Indigenous people,” IEUA NSW/ACT Assistant Secretary David Towson said.

“The IEU is proud to stand alongside so many unions in support of the Gomerioi people’s campaign to save the lands and waters of the Pilliga. This environmental and cultural vandalism must end.”

A joint union statement to the media said: “Instead of gas-fired dispossession, we urgently need to strengthen First



Above: Gomerioi woman Suellyn Tighe addresses the union delegation  
Below: The union delegation says no to Santos

Nations rights and invest heavily in a just transition away from fossil fuels, with large-scale employment in renewable energy and sustainable development.

“This project cannot be allowed to proceed. If the Native Title Tribunal will not defend Gomerioi rights, we pledge to support a fight that will stop Santos on the ground.”

**What you can do**  
**Sign the Gomerioi petition**  
<https://gomerioingaarr.org>  
**Urge your super fund to divest from Santos:** <https://www.marketforces.org.au/campaigns/companies/santos/>

**Caitlin Doyle-Markwick** IEU member



# We're listening to the concerns of principals

As 2022 draws to a close, thank you again to principal members for their ongoing engagement with the IEU and their support for principal colleagues.

We hope that Term 4 has progressed well for you and your school community and that you can look forward to the coming summer vacation break. Our thoughts are with communities in the flood affected areas of western NSW and we are also aware that COVID is still a challenge in some places.

IEU Principals' Sub Branch met at the union's Parramatta office and via Zoom on 5 November. Other recent IEU events and meetings with principals have included:

- Zoom meeting with independent sector principals on 27 October
- Breakfast meeting in Canberra on 28 October with Canberra-Goulburn Archdiocese principals
- Zoom meeting with Wagga Wagga principals on 3 November
- Meeting with Broken Bay Diocese principals at Waitara on 10 November
- Zoom meeting with Wilcannia-Forbes principals on 17 November
- Zoom meeting with Bathurst Diocese principals on 21 November and
- Zoom meeting with Sydney Archdiocese principals on 24 November.

Thank you to the principals who have facilitated these meetings which have been valuable opportunities for the IEU to hear principals' issues and concerns, including the impact of staff shortages on schools. Please contact the IEU if you would like to arrange a meeting for your diocese or sector.

As principals will be aware, the IEU made a submission to the NSW Legislative Council Inquiry into Teachers Shortages and we thank those principals who participated in meetings arranged by the IEU with NSW MPs across political parties to convey the concerns of members, including principals. The IEU's focus has been on the need to improve pay, conditions and respect in order to attract and retain staff to the education profession and to ensure the future sustainability of schools.



Canberra-Goulburn Archdiocese principals' meeting

Many principals, country and city, have identified the impact of staff shortages on their own work as many are now teaching full time, plus continuing to do all their usual leadership, administrative and pastoral roles. This is resulting in some significant wellbeing issues such as fatigue and other effects on health and family. Principals have also acknowledged the ongoing impact of staff shortages on the workload of all staff, including specialist staff being taken away from their core roles to cover classes.

The Hear Our Voice campaign is vital for Catholic systemic sector principals, as unfortunately their employers are choosing not to negotiate the principals' enterprise agreement (EA) until there is progress on the overall systemic EA. This is relevant for all principals as improved pay and conditions will assist in informing future negotiations in other sectors, as well as addressing teacher shortage concerns.

As always, principals are welcome to contact the IEU if we can be of assistance in any way at any time.

Pam Smith Principals' Organiser

# A proud finale to a long career



**Retiring Principal Pat Boake celebrates his 40th wedding anniversary with his wife and nine of his 10 grandchildren**

Pat Boake is retiring after clocking up 41 years in education, 38 as principal at the same rural primary school. He is concerned that increased additions to the curriculum, demands from parents and the continual raising of the bar for teachers and support staff is putting the system under pressure.

Pat started his career in the 1980s at St Declan's Primary School, Penshurst, before undertaking a backpacking tour of Europe with his new wife. Thinking ahead, he applied for the principal's position at Sacred Heart Primary School, Tocumwal, near the Victorian border, and began his long connection to the school.

Apart from breaks in 1996 and 2008 to go on exchange to Canada, an experience he described as "revitalising", he has been continuous principal at the school.

He has seen many changes over the years, particularly around curriculum.

"The overwhelming additions for each need recognised in society are unsustainable. I firmly believe that we need to teach children to read, learn their tables, have enquiring minds, learn to listen, learn to speak kindly and to have gratitude. This will hold them in good stead.

"Mostly, children are uncomplicated and respond well to kindness, boundaries and routine.

"Parents, on the other hand, are increasingly under stress. Perhaps sometimes self-inflicted, other times not. They can be more complicated in their anxieties and expectations.

"I have seen a big change in the amount of feedback they require and how much we need to respond to their wishes.

"I am not convinced that over-involving the parents in education is always good for their children, or for them.

"I have been lucky to work with excellent human beings. The staff at my school over the years have been dedicated and have had the children's best interests at heart.

"Teachers and ancillary staff are working much harder than we did 40 years ago. Much more is expected, and the bar continues to be raised. I'm not sure this is sustainable either."

Pat has been a loyal IEU member throughout his teaching career.

"I joined the IEU at the beginning of my career. I didn't realise the importance of their role until later in my life. We all need a voice and someone who will support us.

"I find this to be particularly true as in the Catholic system as there can be a subtle push for staff to be of service to all others, to do as one is told, to turn the other cheek, and not complain. Great attributes, but not always a healthy way to live.

"I have encouraged all staff to join the IEU. It is good to know they are there if you need them."

"Having taught my own children and now with three grandchildren at my school, it is time to retire.

"It has been so good to see the children we taught bring their children to our school. It is so pleasing to see the wonderful leaders and adults who came through our school and are contributing to our community and society.

"I leave with some sadness and much pride that I have always tried to do my best for all children who have passed through our school.

"I have three great children, 10 beautiful grandchildren, my beehives, my golf cart, good health, I live in the best country in the world and so retirement looks great!"

Sue Osborne Journalist

# MEMBERSHIP news

**We've made it to Term 4 and holidays are on the horizon, but before you say goodbye to us and the 2022 working year, we'd love to hear if there are changes to your membership details in 2023.**

We emailed all current members a renewal notice on 24 November. This was sent as a bulk email so if it's not in your inbox please check your junk mail. If we didn't have an email address for you, we will send the renewal to your home address in December.

The renewal shows the information we currently hold for you. If these details no longer apply in 2023, we need to know, as your employer will not advise us.

If the changes below apply to you in 2023, please let us know via the renewal notice, email or phone us direct on 8202 8900 – press 1.

Automatic payment options (automatic credit card, direct debit, payroll deductions) will continue in 2023 unless you advise us. If you are an automatic payer and there are no changes for 2023 you do not need to do anything.

**I would like to pay the annual discount rate in 2023**

If your payment method is automatic (automatic credit card/direct debit) and set for yearly payments, this rate will be processed automatically on 31 January 2023.

Non-automated payers need to return the renewal by 6 February 2023 to pay the discount rate. Note: If you paid via payroll deductions in 2022, you need to advise your payroll office that you wish to cease deductions.

**My name and/or address details are incorrect**

Return the renewal or email [membership@ieu.asn.au](mailto:membership@ieu.asn.au) to advise

**I want to change my payment method in 2023**

Update via the renewal or email [membership@ieu.asn.au](mailto:membership@ieu.asn.au)

**I'm taking parental leave, long service leave or leave without pay in 2023**

Ensure you have the right coverage level, submit the renewal or email [membership@ieu.asn.au](mailto:membership@ieu.asn.au) We do offer discounted rates when taking leave.

**I will retire in 2023**

Update via the renewal or email [membership@ieu.asn.au](mailto:membership@ieu.asn.au) If you are working casually, we offer a casual rate. If you want to close your membership, we need this in writing so please email us.

**My workload will change in 2023**

Whether you're increasing or decreasing your hours, please let us know so that you have appropriate cover and are not overpaying.

**I'm at a new workplace in 2023**

Congratulations on your new appointment – please let us know your new details so we can update our records. If you're paying via employer deductions payment is not automatically portable.

**I'm leaving the education sector in 2023**

If you wish to end your membership, please email [membership@ieu.asn.au](mailto:membership@ieu.asn.au) We cannot close your record without written notice.

Thank you for your support and best wishes for a safe and restful break.

The membership team



Join the IEU





Your accreditation may be affected by several key changes that started in November. We will unpack these policies over the coming months, however, you can click through to the full policy documents using the links below:

- Applying for Proficient Teacher Accreditation Procedure (K-12)
- Applying for Proficient Teacher Accreditation Procedure (early childhood interim arrangements) Maintaining Proficient Teacher Accreditation Procedure (K-12)
- Maintaining Proficient Teacher Accreditation Procedure (early childhood interim arrangements)
- Applying for HALT Accreditation Procedure (K-12 and early childhood)

There are also changes to the applying for a leave of absence process from your accreditation cycle – the most significant is that you cannot backdate a leave of absence. You will still be able to request an extension up to a maximum five-year period.

There will also be a new accreditation category called Non-practising Teacher, which will be of interest to members not working in a school or service but who wish to remain accredited and connected to the teaching profession.

#### What you need to know Pre-2004 teachers

- Your accreditation cycle has been extended to 31 December 2023.
- Your eTAMS account might still show 31 December 2021 as your due date. Ignore this, despite what your employer is telling you.
- You should consider submitting your maintenance of accreditation if you know you will be undertaking a significant amount of PD in 2023 and would like to include this in your new five-year maintenance cycle.
- Once you submit your maintenance it will trigger a one-time reset of your maintenance anniversary due date.

#### General information

- As of 2023 NESA will become the Teacher Accreditation Authority (TAA) for all teachers.
- Your principal (or their delegate who is a Proficient teacher or above and is employed in the same school) is only required to attest that you have met the requirements of maintenance of Proficient Teacher accreditation. NESA makes the final accreditation decision.
- A report is only required if the principal decides that you have not met the maintenance requirements.
- If there are going to be issues with your maintenance of accreditation, the principal must inform you within 28 days of becoming aware of the problem.

#### A new process, not additional work

All employers must have internal procedures for implementing the accreditation process at their schools, however, the maintenance of accreditation process should not be used by individual schools or employers to create additional work for teachers.

An employer's published internal procedures must include the professional activities that form the basis of the maintenance attestations. It is the union's strong expectation that these should consist of the activities a teacher would normally undertake on a day-to-day basis.

Constructing an additional process for teachers to navigate for the specific purpose of maintaining their accreditation runs counter to the spirit of the policy and is antithetical to the obvious need to reduce teacher workload.

The union intends to monitor this space closely and will be keen to hear of any schools which are requiring unnecessarily onerous professional activities for accreditation.

**Pat Devery** Professional Engagement Coordinator  
**Veronica Yewdall** Assistant Secretary



The annual 16 Days campaign runs from the International Day for the Elimination of Violence against Women on 25 November to 10 December, International Human Rights Day – because women's rights are human rights.

#### Respect@Work laws

During this year's 16 Days of Activism, the Senate voted to pass Respect at Work Bill 2022 which became law on 28 November 2022. This new law implements recommendations from the Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces, and introduces a positive duty on employers to take reasonable and proportionate measures to eliminate unlawful sex discrimination, including sexual harassment, as far as possible.

#### Read more

- Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022
- Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces

#### Dr Anne Summers presents The Choice

Dr Anne Summers AO, well-known author, columnist and feminist and now a Professor at the University of Technology Business School, presented her latest research at the 16 Days launch on 24 November.

"People say the choice is between staying with violence or leaving," Dr Summers said. "But the real choice is between violence or enduring grinding poverty as a single mother. A stroke of the Treasurer's pen could change this."

[Read more:](#) The Choice: Violence or Poverty

#### Seven calls to action

The CEO of Domestic Violence NSW, Delia Donovan, enunciated clear calls to action to end gendered violence:

- A coordinated, whole-of-government approach to sexual, domestic and family violence
- Commitment to primary prevention to end all violence and promote gender equality
- Support for people experiencing and recovering from sexual, domestic and family violence
- Safe housing for everyone experiencing or recovering from sexual, domestic or family violence
- Reform of legal systems and policing for people experiencing sexual, domestic or family violence
- Enable Aboriginal and Torres Strait Islander peoples to lead change towards ending sexual, domestic and family violence in their communities
- Develop and implement a workforce plan for this specialist sector.

[Read more:](#) Action to end gendered violence

**Monica Crouch** Journalist

## How to claim workers' comp if you get COVID-19 at work

**At the start of the pandemic, the Workers' Compensation Act 1987 (NSW) was amended to make it easier for some workers who contract COVID-19, including those who work in preschools, schools and tertiary institutions, to qualify for workers' compensation benefits.**

The amendment has a presumption that workers in educational institutions, who were working when they contracted COVID-19, contracted COVID-19 in the

course of their employment. This makes it easier to establish that their work activities were the main contributing factor to contracting COVID-19, and therefore easier to claim workers' compensation.

Members of the IEU who have COVID-19, confirmed by a PCR test, should see their doctor so the relevant workers' compensation forms can be submitted to the employer for the period they had COVID-19. This is to ensure they have access to relevant workers'

compensation benefits such as weekly payments for time off work, medical expenses and lump sum payments for any permanent impairment caused.

Members who suffered COVID-19 in the past but have not claimed workers compensation may use evidence such as a PCR test receipt or their doctor's records to make a claim. Generally, workers' compensation claims must be made within six months of the injury; however, this may be extended up to three years if

there is a reasonable cause for the delay.

Ninety-five per cent of an employee's income is covered by the employer's insurance. The IEU urges employers to 'top up' the remaining 5 per cent. Catholic systemic employers have done so in the past. Non-systemic schools have varied in their approach.

Members are urged to call the IEU for information specific to their circumstances.

**James Jenkins-Flint** Organiser



Continued from page 1

On Friday 11 November, the NSW Industrial Relations Commission handed down a decision with the effect that teachers in NSW government schools were granted pay rises of just 2.29% (2.04% already paid plus 0.25%) in 2022 and 2.53% in 2023.

While Catholic employers are not legally bound by this ruling, they have long imposed the NSW Government's wages policy on Catholic teachers.

Catholic Employment Relations (CER, the employers) finally met with the union on 21 November. True to form, they confirmed the same pay offer in a letter of 24 November:

- an increase of 0.25% back paid to the first pay period on or after 1 July 2022 (on top of the 2.04% already paid, taking the increase to 2.29% for 2022)
- a lump sum equivalent to 0.25% of the employee's salary as at 30 June 2022 (applied to six months only)
- these two payments amount to less than \$300 before tax for most employees.
- an increase of 2.54% from the first full pay period on or after 1 January 2023.

"The IEU condemns these derisory increases – they are not enough for IEU members nor for members of the NSW Teachers Federation," Northam said.

The employers have not made any specific written commitment about matching the Department of Education pay rates for support staff.

"Teachers' salaries have been falling relative to other professions for more than a decade now and this year's cost-of-living pressures only make matters worse," Northam said. "Salaries for support staff in Catholic schools are below those in NSW government schools, yet Catholic employers are still dragging the chain on pay parity."

Teachers and support staff have been pushed to breaking point in recent years by severe staff shortages caused by unmanageable workloads, uncompetitive salaries and the lingering pandemic. Practical action is still needed to reduce the administrative burden and allow proper time for lesson planning.

Media interest in the stopwork was strong, with coverage in the *Sydney Morning Herald*, the *Newcastle Herald*, the *Illawarra Mercury* and WIN TV and more than 40 news websites and newspapers throughout regional NSW and Australia.

Salaries of both Catholic systemic teachers and government school teachers and support staff are constrained by the NSW Government's salary cap. But there is a state election coming up on 25 March 2023. NSW Labor has committed to abolishing the pay cap and addressing teacher workloads should it win government.

"We'll be turning our attention to the ballot box – the outcome of this election will be crucial to achieving real improvements for teachers and support staff," Northam said.

"It is hard to see how the union could recommend a new enterprise agreement to members before the result is known."

"The IEU thanks members for their support in this difficult campaign during 2022. We are looking at action we can take in 2023 to achieve real improvements in pay and workloads."

Monica Crouch Journalist



Corpus Christi Primary School Cranebrook



St Francis Xavier College Florey



CathWest Innovation College McCarthy Campus



St James Primary School Yamba



Rosary Park Primary School Bransford



Holy Family Primary School Gowrie



Stella Maris Catholic Primary School Shellharbour



St Francis of Assisi Regional Catholic Primary School Paddington





Freeman Catholic College Bonnyrigg



St Benedict's Catholic College Oran Park

# STOP WORK!

**HEAR OUR VOICE**  
Independent Education Union NSW/ACT Branch

## Tuesday 15 November



Nazareth Primary School Shellharbour



St John's Catholic Primary School Dapto



Sacred Heart Catholic Primary School Mona Vale



Holy Cross Primary School Glendale



Marcellin College Randwick



St John the Apostle Primary and St Francis Xavier College Florey



Mt St Patrick College and Mt St Patrick Primary School



Nagle College Blacktown South



Cerdon College Merrylands



St John the Evangelist Catholic High School Nowra



Holy Cross Primary School Glenwood



St Joseph's Primary School Tweed Heads



# Council of Pacific Education (COPE) Conference

## Weaving stronger women's networks



**This year's Council of Pacific Education (COPE) Women's Network Workshop and 23rd Regional Conference were held at the Tanoa International Hotel nestled at the base of the Sleeping Giant Mountain range in Nadi, Fiji.**

Every three years, 19 countries from across the Pacific region send women union delegates to work together to develop skills and partnerships to support women in education in their regional areas.

For many years the Australian education unions, IEUA and AEU, and our sister teacher unions in New Zealand NZPPTA, NZEI, TEU and ISEA, have worked in partnership to support the delivery of a programme which is inspirational, respectful, exciting and on occasions demanding. This year's programme was no different.

The IEUA delegation from Australia included Valerie Jones, Lyn Caton, Angela McDonald (IEU NSW/ACT), Nicole Kapernick (IEU QNT) and Marit Clayton and Teresa Laughlin (IEU VicTas).

The COPE Assistant Women's Coordinator is IEUA Federal Secretary Christine Cooper, who was re-elected to the position for another three years, unopposed, in recognition of her long standing, passionate agency for COPE.

The Women's Network Workshop programme was conducted over two and a half days beginning on 31 October and culminated in a Women's Action Plan for the next three years which will require every nation to report back on the successes and challenges at the 24th Triennial Conference, scheduled for 2025. This programme formed an integral part of the agenda for the ensuing Triennial Conference which was conducted from 2-4 November.

As the Pacific Islands are faith-based communities, these events are conducted with much joy, enthusiasm and energy. For all those who attend, they forge lasting professional and personal relationships which span the seas. Indeed, this year's theme 'weaving stronger women's networks' was celebrated with the creation of mats under the tutelage of our Fijian colleagues.

The ibe (mat) signifies the interwoven parts of our society, with the strands of the pandanus leaves woven together displaying how closely knit the Pacific Island communities are. The mat pattern creates a web of safety, where every member is significant. A weak link would result in the collapse of the community together with its values.

Lyn Caton Organiser

### Walking away a new person

**I was honoured to represent the IEU at COPE. It was a humbling and transformative experience.**

I was struck by how many issues were the same across the Pacific as Australia – teachers and support staff stepped up during the pandemic.

While Australia is no stranger to natural disasters, the Pacific Nations have experienced tsunamis, volcanic eruptions and the devastating impacts of climate change. I learnt a lot from our Pacific neighbours. Many of their unions were excelling, despite numerous challenges, creating networks for women and youth.

The conference challenged me to look beyond my immediate networks. The cultures, traditions and languages of the Pacific were evident. It was pleasing to discuss how in Australia we are taking steps to enshrine an Indigenous Voice to Parliament, but there is still much to do. I encourage you to look at: [ulurustatement.org](http://ulurustatement.org).

I have walked away from COPE a different person. I was reminded of my many blessings and how simple things, such as connecting with others beyond your workplace, can be enriching and educational.

Angela McDonald  
IEU Vice President ACT



**I recently had the privilege of participating in the 9th Education International Asia Pacific Regional Conference held in Siem Reap, Cambodia, in October.**

I was a member of an IEUA delegation, along with delegates from education trade unions from Australia and the wider Asia-Pacific region. The four-day conference was themed Rebuilding the Asia-Pacific: Educators and their unions at the forefront towards a sustainable future.

In the context of a post-pandemic world, the conference recognised the significant impacts COVID-19 has had on educators and their students, while acknowledging the crucial role played by trade unions and community leaders in reshaping and rebuilding a better future.

Participants had the opportunity to explore equality and gender equity; protecting indigenous communities,

language and culture in community; organising and retaining youth as activists; higher education academic freedom and organising for climate change education.

It was enlightening to hear from activists and participants working within the often dangerous constraints of politically and socially oppressive regimes, where freedom of speech and organising are curtailed.

I learnt about the strategies of our regional neighbours engaging and activating youth around social change for social justice and equity.

The conference explored the extreme impacts of climate change on communities of the Asia Pacific region, the dislocation caused to many of its communities and the absolute need to achieve climate justice in response to such threat.

Unions continue to play a major role in promoting and achieving equity and justice for communities suffering the impacts of devastating climate change; and

in defending the rights and freedoms of peoples living under repressive regimes around the world.

Keynote speakers spoke on post-pandemic education challenges and the future of work in education, including the role of a UN-sponsored global commission on teaching.

Opportunities for networking with colleagues and activists from around the region was so rewarding and challenged me to examine the core values underpinning our work and the reasons for continuing the advancement of education, democracy and human rights around the world.

I forged new friendships and collegial connections from this wonderful experience in Cambodia. We also had a chance to explore the wonders of the Angkor civilisations, enjoying the marvels of their architectural and engineering feats.

Liam Griffiths Organiser



## Women and Equity Committee

The IEU's Women and Equity forums feature members and guest speakers who discuss ways of confronting political and industrial problems and making gains for women. Here are just a few reasons the IEU convenes them, provided by the IEU Organiser Pam Smith:

- the gender pay gap is still greater than 14 per cent
- women's super at retirement is on average just 40 per cent of men's
- sexual harassment and discrimination at work persist
- women still carry a disproportionate share of caring responsibilities (children, ageing parents) and this impacts income and super
- women and men are held to different standards in the recruitment process
- evidence shows women are less likely to be hired into senior positions and they are overlooked for promotions
- women are looked upon unfavourably when they try to negotiate a better salary.

# South Coast Women's Forum



Former IEU President Christine Wilkinson, centre, with forum participants

**A group of women members and guests gathered in September at the Camden Valley Inn for the IEU's South Coast Women's Forum to hear union women speak of their journeys.**

Ellen McNally from the Electrical Trades Union (ETU), Sally Stevenson from the Illawarra Women's Health Centre and Mich-Elle Myers from the Maritime Union of Australia (MUA) and Vice-President of the Australian Labor Party spoke on the night.

IEU Executive member and former President Christine Wilkinson, opened the evening with a question posed at a recent ACTU event by paralympian Kurt Fearnley: What makes a powerful teacher?

Introducing the guest speakers, IEU Organiser and President of the South Coast Labour Council Tina Smith continued the powerful theme as she gave the audience an overview of each woman's professional achievements and their association with the union movement.

It was obvious each speaker had respect for her sisters and all those who paved the way across generations.

McNally spoke of the legacy of women from the Illawarra and how their struggle had motivated her throughout her career.

She wanted to be an example to young women considering a trade as a career pathway, and said women could not be

what they could not see. An impromptu Q&A session by Stevenson and Myers provided insights into what motivated them, how they viewed power and making a difference for women.

Myers shared her recent journey to Kalkarindji (Wave Hill) in the Northern Territory to commemorate the 1966 Wave Hill dispute and the life-changing impact it had on her, not only as a unionist but as a white Australian woman.

She wants to educate Australians about the Uluru Statement from the Heart and for them to embrace its enshrinement in the Constitution.

IEU Principals' Organiser Pam Smith shared the ongoing gains of union women and IEU President Tina Ruello expressed her gratitude for the sisterhood and awareness of what we might take forward from the evening.

Comments from members shared after the forum:

- I took away that we need to expose more of our girls to the opportunities in trades and educate our parents on the validity of these as a career choice for women.
- I have been inspired to learn more about the Uluru Statement from the Heart and what a Voice to Parliament will mean for First Nations people.
- What resonated with me was the empowerment of women and the stories behind the women. It gave me the confidence to use my experiences to empower others.
- Women in a range of industries are facing similar issues (pay inequality, superannuation inequality, WHS issues, etc) that teachers are facing and it's important that we rally together.

**Valerie Jones** Organiser

# Western Sydney Women's Forum



IEU President Tina Ruello, left, with Penrith City Councillor Karen McKeown, who both spoke at the forum

**Organised by IEU rep Elizabeth Heggart and held at Penola Catholic College, Emu Plains, on 17 November, participants heard from new IEUA NSW/ACT Branch President Tina Ruello, who is a secondary school teacher; and Penrith City Councillor Karen McKeown, who is running for Labor (Penrith) in the NSW election in March next year.**

**IEUA NSW/ACT Branch President Tina Ruello**

"I'm a teacher first and foremost – that's the foundation of who I am. I'm in the classroom every day where I teach English.

Everything I do and think comes from this perspective of being a teacher. The last few weeks have been difficult and tiring. Assessments, marking, NESA issues, reports due, and I have a preservice teacher doing her first practicum because I'm conscious of the teacher shortage.

"I've been a western Sydney woman for a long time. I grew up in Five Dock, and I know life can be hard for women who live west of the Sydney Town Hall.

"Changes for women in the workplace have been phenomenal since I started teaching in the 1980s. But it's only because of unionism things are better than they used to be.

"When women come together, we are really strong. We share stories, listen, give advice, and have an empathic understanding of what things are like for women.

"We don't pull the ladder up from another woman who's doing the best she can. We pull her up, we don't whisk the ladder away. I'm a helper, I'm a giver, I'm a listener.

"We do not have to accept the status quo, we're in a position to change things. Let's go forward and have our battles and win them. Things can be different and they will be different."

**Penrith City Councillor Karen McKeown**

"I'm a lifelong unionist. My grandmother always said when you get a job, the first thing you do is join a union – and I've always done that.

"Let's talk about the difference between equality and equity. Equality gives everyone access to the same resources and opportunities. But equity differs from equality in that it accounts for specific disadvantages and obstacles certain groups or individuals may experience on the path to obtaining the same outcome. In some situations, the most equitable path is to give certain people additional support in order to provide fair access to a certain opportunity."

**Monica Crouch** Journalist





IEU Principals' Organiser Pam Smith present Mark Pauschmann with his 40-year membership compendium



Jacinta Crowe (centre), Principal of Our Lady of the Rosary Primary School at Waitara, is presented with her 40-year IEU membership compendium by IEU Rep Margaret Baldwin, left, and IEU Principals' Organiser Pam Smith



Principal Member Tim Logue receives his 40-year compendium from former IEU President Chris Wilkinson



Kathy Toirkens, centre, with colleagues from Braidwood Preschool receives her 40-year IEU membership certificate



Kylie Da Silva Pereira of Nagle College Blacktown, right, receives her 30-year IEU membership badge from IEU Organiser Lubna Haddad



David Curry of St Patrick's Primary School Griffith receives his 30-year badge from former IEU President Chris Wilkinson



Marie Sutton from Moruya Preschool, left, with a colleague, receives her 30-year IEU membership certificate



IEU Principals' Organiser Pam Smith presents 40 years of IEU membership compendium to Principal Jim Fanning at Penola Catholic College, Emu Plains, with IEU rep and member of the IEU Executive Elizabeth Heggart



Megan Jasprizza from Hennessy College, Young, receives her 30-year badge



IEU Organiser Berna Simpson, left, presents a 40-year membership certificate to Carol Young from Carroll College, Broulee



## IEU Organisers talk tactics at Trades Hall

IEU Organisers from throughout Australia gathered at the IEU's Sydney offices in Ultimo to discuss strategy, celebrate gains and learn from each other on 17 November. Delegates heard from United Workers Union Organiser Erryn Cresshull on the successful 2021 strike at General Mills, one of the world's biggest food manufacturers, and the creative actions members took in standing up for their dignity, rights and pay. Other topics included engaging early career teachers and support staff in the IEU, a round table on the Hear Our Voice campaign, and organising methods both online and off. The day culminated in a visit to Trades Hall, the trade union building built in 1895 as a meeting place for unionists, where organisers learned about the history of unions through the vast range of publications in the library and the extensive collection of marching and rally banners (pictured).



# Hark, the herald Angel(a) sings

Tina Ruello  
President



The year is coming to an end, finally. Our workplaces are a flurry of activities: evaluating programs; finalising student reports; facilitating parent/teacher interviews; organising awards ceremonies and completing compliance training.

The industrial landscape shapes our work and how society perceives teachers and support staff.

The 'holidays' are hard-earned; we need a time to disengage mentally and allow our minds and hearts to recharge for the next year.

It is timely then that our voices are being acknowledged and heard. I particularly refer to the headway our union made with the Federal

Governments' *Secure Jobs, Better Pay Bill*, as a way of strengthening the industrial might and right of employees in the independent school sector.

Support staff, teachers and principals in this sector should be able to exercise the right to take protected industrial action legally. It is decent, just and needed!

I cannot improve on IEU Vice President ACT Angela McDonald's address (just brilliant!) to Senator David Pocock, encouraging his support of the Bill, by finding that common ground – empathic understanding.

The union voice (and roses) worked (see p4).

We anticipate that 2023 can bring changes conducive to our working conditions and pay. Let's at least end the year with this hope.

May you all have a safe and restful break.

## Sharing stories from the frontline

Michelle Thompson  
Vice-President ECS



On Friday 4 November, I attended the IEU's Reality Roundtable, alongside Federal Early Childhood Education Minister Dr Anne Aly (see p1).

Chaired by journalist and Early Childhood Consultant Lisa Bryant, we heard from esteemed speakers including Dr Leanne Gibbs and Dr Marianne Fenech.

The roundtable was opened by IEU NSW/ ACT Branch Secretary Mark Northam.

Audience members ranging from student teachers to experienced directors shared their stories. Key themes were:

- Attracting and retaining new teachers to early learning settings - many stories of student teachers skipping early learning settings and moving straight into schools.
- The quality of education institutions educating our future educators and teachers.

- The chronic shortage of early learning staff - many speakers spoke of vastly increased workloads which affect the quality of their programmes, with children suffering and staff burning out.
- Ambiguous and subjective interpretation by authorised officers during spot checks and the Assessment and Rating process. Cloudiness around regulatory requirements, for example, centre enrolment forms and policies.

Dr Aly was a present and gracious listener and speaker, acknowledging the dire plights of the early learning sector. She gave up a generous amount of time and showed genuine interest and concern in the important work that is the early learning sector.

She invited further feedback around action to address the concerns highlighted. We look forward in seeing these acted upon in the coming months.

## Congratulations – and keep going

Bernadette Baker  
Vice-President Systemic



Congratulations to you all. Congratulations for finally making it to the end of another school year. Always remember that your role within your workplace is an essential part of the Catholic education system.

As we near the end of another year, be assured the IEU team is still negotiating to improve workplace agreements and working conditions. There have been pay offers that neither address the rising cost of living nor all areas of the claim.

I have been heartened by the continuing commitment of members to the campaign through school-based gatherings, wearing yellow t-shirts, waving paddles and

putting up posters on school gates.

This high visibility is important to maintaining the rage – it is a constant reminder to employers of the people who do the work in their schools but who are not being reimbursed appropriately.

It is frustrating that employers keep hiding behind each other, not willing to be the light for their staff.

I encourage you to take time to reset and enjoy some positive self-care. If you are leaving the system for retirement, or a career change, or for family, thank you. If you are chasing a new school, a new role, more hours, don't forget to call the IEU's Membership Team and update your details.

As always, thank you for your support and encouragement of fellow members. We are stronger together.

## Taking up the good fight

Kylie Booth-Martinez  
Vice-President Support Staff



Hello everyone. For those who don't know me, I'm Kylie Booth-Martinez and I was recently elected as the IEU Vice-President Support Staff.

I'm an Aboriginal Education Worker living and working on Wiradjuri Country in Bathurst NSW. I work at The Assumption Catholic Primary School and St Stanislaus College in both day and boarding school. Next year will be my 19th year as an Aboriginal Education Worker.

I am looking forward to my new position on the IEU executive. I have the big shoes of my predecessor, Carolyn Collins, to fill. Carolyn was an amazing advocate for support staff for 21 years, with a knowledge and strength that I have always admired. I thank Carolyn and I'll do my best to continue her great work.

This year has been huge! We've had some victories along the way and I hope more to come in 2023. I'm ready to continue the good fight for my fellow support staff.

As the school year comes to an end, it comes with mixed emotions. We are all tired and looking so forward to the holidays, counting the days until the end of term but also realising we're going to miss our students and the light they bring to our days. That said, I'll still be wishing for another week when the holidays come to an end.

I wish everyone a merry Christmas. I hope you all have a wonderful break filled with peace and love.

# Around the Globe

Around the Globe brings you international news about injustices and workers' rights. If injustice exists anywhere, it exists everywhere.



**Iran: Death in custody sparks women's uprising**  
Following the death in custody of Kurdish-Iranian woman Jina Mahsa Amini in September 2022, a new wave of murderous repression has swept across Iran. In the months since, Iranian women have bravely risen up against a regime that has engaged in systematically violating the rights of the Iranian people, in particular, the rights of women, religious and ethnic minorities, political activists, and the LGBTIQ+ community.

More than 400 people have been killed and 15,000 have been arrested – including at least 700 teenagers. Of great concern is a recent statement issued by 227 Iranian parliamentarians who are calling for the execution of protesters. Unions have held nation-wide strikes and union leaders are among the thousands who have been arrested. Among the first to go on strike were educators and students.

Education International said the Coordinating Council of Iranian Teachers' Trade Associations (CCITTA) was the first to call upon educators and students to protest the regime's brutality by going on strike. Iranian-Dutch educator and unionist Khazar Lotfi says "schools are not protected, and educational environments that should be safe havens of knowledge and growth have been turned into battlegrounds by the regime's forces, who viciously beat down peaceful protesters, no matter their age".

"Jin, Jijan, Azadi", which translates to "Women, Life, Freedom", is one of the slogans protesters are using to call for equality, safety and choice for women in Iran. The slogan has its origins in the Kurdish freedom movement during the late 20th century and has come back into the fore after crowds started chanting it during Amini's funeral.

The situation in Iran has seen strong international support from organisations and trade unions. Education International has played a strong role in building international solidarity with women and girls in Iran, passing an Executive Board Resolution in Brussels expressing solidarity with Iranian teacher unions.

IEUA delegates attended the Education International Asia-Pacific Regional Conference in Cambodia in October. Delegates supported a resolution by CCITTA which "joins Education International, global union federations, and the ITUC, in condemning brutality of the Iranian authorities against the recent protests in Iran following the killing of 22-year-old Mahsa Amini and calls for stronger international solidarity with the people of Iran and further pressure against the Iranian regime to hold them accountable for its repressive policies and actions against trade unions, women and other oppressed groups".

"As unionists, we must amplify the voices of the teachers and students whose freedom and lives are under attack. We should never hesitate to stand up for what is right and to give voice to 'women, life, freedom'!"

**Khazar Lotfi, Iranian-Dutch teacher and unionist.**

Katie Camarena Journalist





Present tense

# A great gift: Fair Work Act amendments

**In great news for workers across Australia, the Federal Labor Government has passed significant changes to the Fair Work Act, following a deal with key Senate crossbencher David Pocock.**

These changes aim to bring big benefits to all workers, including those in the post-secondary sector. The most high-profile change is a move towards so-called industry-wide bargaining. What this means is that there will now be scope to 'rope in' employers across a sector, so long as it can be demonstrated that these employers occupy the same space, either in terms of work done or geographically.

Given that private college employers have long held to the award as the default wages position, while at the same time pushing back against any attempts to involve them even in single enterprise bargaining, there will now be an opportunity to lift wages and conditions across the private college sector by virtue of this new ability to enforce sector-wide bargaining.

There are several other welcome changes, such as banning pay secrecy clauses, making gender equity an explicit object of the Act, strengthening the right to flexible work, limiting the use of fixed-term contracts, introducing 'sunset' clauses on so-called 'zombie' agreements

(agreements that are well out of date, but still enforceable), and strengthening protections against sexual harassment.

Some edges appear to have been knocked off the Bill on its way through Parliament, something that was necessary to secure the vote of Senator Pocock, whose price included a raising of the definition of small business from 15 to 20 employees,

some ability for employers of up to 50 employees to avoid industry bargaining, and an annual review into the welfare payment levels (this last one is welcomed by the IEU).

The changes also don't do anything about loosening up Australia's highly restrictive limits around industrial action (among the tightest controls of strikes in the western world), and little to improve access to arbitration for when bargaining reaches an impasse. However, by and large, these are highly significant changes which will benefit workers and help push up wages, which the IEU welcomes.

#### Agreements update

Your union continues to work hard in the bargaining space, and agreements have been reached at both WSU The College and UoW College. At UWS The College, the Fair Work Commission has approved the agreement struck earlier in the year, guaranteeing pay rises of 4%

in 2022, 3.25% in 2023 and 3% in 2024, along with other improvements in the casual marking rate and other areas.

At UoW College (the pathways college for the University of Wollongong), the IEU, along with our sister union the NTEU, has shaken hands over a settlement that will deliver pay rises of 3% in 2022, 3.9% in 2023 and 3% in 2024, with an additional 0.5% on offer in 2024 if inflation is above 3% in that year. Voting will hopefully occur before Christmas.

These settlements represent great outcomes in a sector that was badly affected by the pandemic and has undergone only a slow recovery in recent months. The pay rises ensure that these colleges remain among the highest paying in the sector. If you would like to know how bargaining might benefit workers at your college, contact your union, the IEU.

#### Season's greetings

This is the final Present Tense for 2022, but we'll be back with more news from the sector in 2023. All of us here at the IEU wish all of our members a wonderful festive season and a relaxing summer.

**Kendall Warren** Organiser

Your money  
deserves  
great rates!

4.25%  
p.a.

11-month term deposit  
rate for Members\*

[tmbank.com.au/accounts/member-term-deposit](https://tmbank.com.au/accounts/member-term-deposit)

 **Teachers  
Mutual Bank**

\*Membership eligibility and T&Cs apply. All interest rates quoted are subject to change without notice. Minimum term deposit \$1,000. Teachers Mutual Bank is a division of Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981 | BE02096-TMB-1122-IEU



# 2022: It's a (w)rap!



*Wages stagnate, increase late, much too little to put food on the plate.*

*Inflation soars, closing doors, dollar's not worth what it was before.*

*COVID remains, changing the game, government says go on just the same.*

*LNP defeated, not that they cheated, the Teals came in while they just bled.*

*Albo's on top with a big wet mop, cleaning up what just had to stop.*

*Markets are busting, local industry rusting, power prices giving everyone a real good dusting.*

*100-year floods coming every week, people are suffering while the waters peak.*

*First there's floods, then there's fires, and still at this time there's climate deniers.*

*Energy exported, systems rorted while the poor little Aussie feels battered and thwarted.*

**Yes, it's been a heck of a year! Markets have been volatile, supply chains have been disrupted and energy prices are predicted to double, food prices have increased significantly. While the Russian wolf conducts its 'special operation', thousands die from missile attacks and thousands more will freeze to death in Ukraine as the winter comes on. And the world hungers for grain. Shadows of the Cold War appear as Russia plays poker with thinly veiled nuclear threats. It's sad to think that Australia, as one of the largest energy exporters in the world, is suffering energy shortages. How is this so, one might ask? Could previous governments have possibly sold us out?**

At home the conclusive removal of the Liberal/National Party from government was the result of their years of inaction on climate change, treatment of women and non-support of a national ICAC. They kicked their own goal when the former Prime Minister went to the Glasgow Climate Conference and refused to change the previous emission reduction targets which were set by Tony Abbott.

Their handling of workplace complaints by women, the lack of women on the front and back benches and general bullying tactics did not put them in the good books of many women which assisted the Teal candidates. On the superannuation front, the Coalition hounds were doing their best to dismantle our world class retirement savings system. Many of them are of the view that superannuation is a form of socialism which must be dismantled.

For the first time since compulsory superannuation was introduced in 1992, the LNP allowed individuals to dip into their retirement savings and withdraw money, which is not the purpose of superannuation. At election time, as they gasped their dying breath, they proposed

to allow workers to dip into their super again to buy housing. It's the government's job to supply and create affordable housing, not individual superannuants! Oh, and did I mention RoboDebt?

Internationally, share and bond prices suffered because of the war in Europe. The last financial year brought negative returns for most default options, but thanks to the fact that super funds offer diversified investments, many members were cushioned from the sharp negatives in the share and bond markets.

And finishing off with some good news on super – the employer SG compulsory contribution has moved up to 10.5 per cent of salary and will gradually reach the magic 12 per cent. This will significantly enhance retirement account balances over a lifetime of work.

The previous \$450 threshold under which employers were not obliged to pay super has been removed. This means that low-paid and casual workers will be paid super for every dollar they earn. The work test has been removed allowing individuals to contribute to their super up to age 75 subject to the contribution caps. And the regulator is now publishing tables on how funds have performed helping members to identify 'dud' funds which have underperformed. This increases transparency in superannuation and allows members to move out of funds which have not performed well over several years.

Wishing you a happy, healthy and safe holiday season! May the force be with you!

**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

### Secretary

Mark Northam  
Eora Nation

### Deputy Secretary

Carol Matthews  
Eora Nation

### Assistant Secretary

David Towson  
Dharug Nation

### Assistant Secretary

Veronica Yewdall  
Eora Nation

### President

Tina Ruello  
Catherine McAuley Westmead  
Dharug Nation

### Vice President Non Systemic

Helen Templeton  
St Scholastica's College Glebe  
Eora Nation

### Vice President Systemic

Bernadette Baker  
St John's Catholic Primary School Dapto  
Dharawal Nation

### Vice President ECS

Michelle Thompson  
Shore Preparatory School  
Early Learning Centre Northbridge  
Eora Nation

### Vice President Support Staff

Kylie Booth-Martinez  
Assumption Catholic Primary School  
and St Stanislaus College Bathurst  
Wiradjuri Nation

### Vice President ACT

Angela McDonald  
St Thomas Aquinas Primary School  
Charnwood  
Ngunnawal Nation

### Financial Officers

Denise McHugh  
NESA Liaison Officer  
Kamilaroi Nation

Suzanne Penson  
MacKillop College Port Macquarie  
Birpai Nation

### General Executive Members

Peter Criticos  
St Joseph's High School Aberdeen  
Wonnarua and Gamilaroi Nations  
Christine Wilkinson  
St Joseph's Catholic College East Gosford  
Darkinjung Nation

Sarah Gardiner  
St Paul's Catholic College Booragul  
Awabakal Nation

Anna Luedi  
Marist Catholic College North Shore  
Eora Nation

Libby Lockwood  
St Joseph's Primary School West Tamworth  
Kamilaroi Nation

Glenn Lowe  
St Joseph's Catholic High School  
Albion Park  
Dharawal Nation

Liz Heggart  
Penola Catholic College Emu Plains  
Dharug Nation

Peter Moore  
Our Lady of Mercy College Burraneer  
Tharawal Nation

Simon Goss  
Wiradjuri Nation

Nicole Downey  
St Mary's Catholic Primary School Orange  
Wiradjuri Nation



with Professional Development and Reps Training

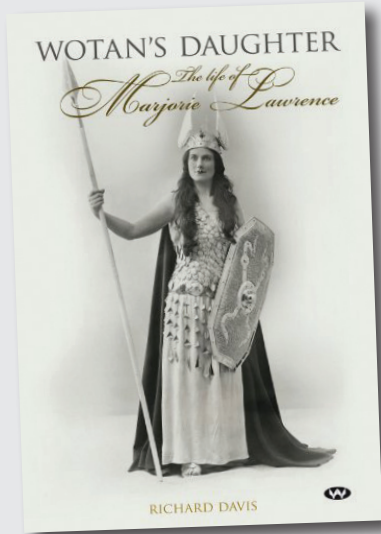
**www.ieu.asn.au**

### 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  
Lismore: Unit 4, Lismore Professional Centre, 103-105 Molesworth Street, Lismore NSW 2480 (temporarily closed due to flood damage, call the IEU on 8202 8900)  
Canberra: Units 11 & 12, 3-5 Phipps Close, Deakin ACT 2600 6120 1500



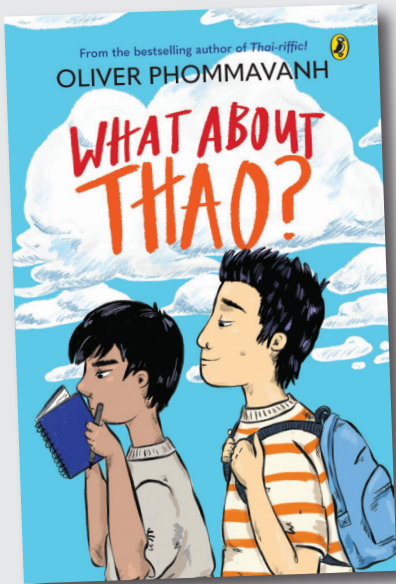
# Giveaways



## Wotan's Daughter: The Life of Marjorie Lawrence

Author: Richard Davis  
Publisher: Wakefield Press

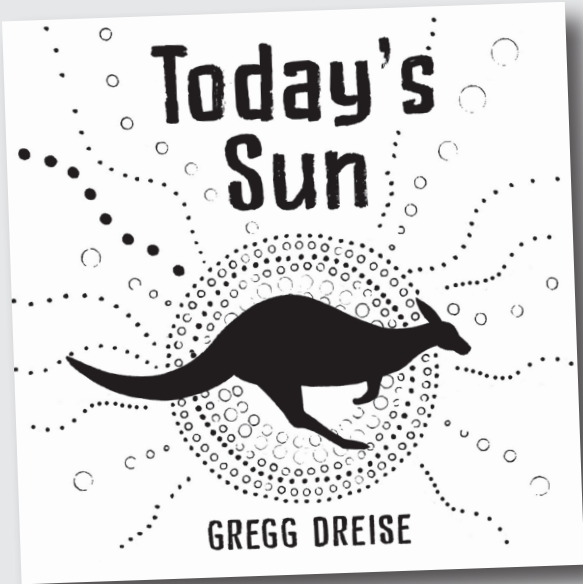
*Wotan's Daughter* recounts the turbulent life and career of Marjorie Lawrence, one of Australia's most renowned opera stars. From humble beginnings in rural Victoria, Lawrence rose to become one of the pre-eminent Wagner singers of her generation, acclaimed and honoured in Europe and at the Metropolitan Opera in New York where she shared roles with the legendary Kirsten Flagstad. Stricken by polio at the height of her career, Lawrence fought back courageously against physical disability and prejudice to rebuild her shattered life and return to the stage. This is a book for all music lovers and those who value an inspiring story of triumph over adversity.



## What about Thao?

Author: Oliver Phommavanh  
Publisher: Penguin

From the author of the bestselling *Thai-riffic*, *Con-nerd* and *The Other Christy* comes a funny and heartfelt novel for ages 10 plus about a city kid in a small country town who's enjoying being the new kid at his tiny two-teacher school – until Kadir arrives and things get interesting. In his signature style, Oliver creates a fabulously diverse and heartfelt duo in Thao and Kadir and their sometimes hilarious and sometimes heart-wrenching dilemmas of culture and belonging in a remote rural community. Throw in some slam poetry and it might just end in a lifelong friendship and a whole lot more understanding.



## Today's Sun

Author: Gregg Dreise  
Publisher: Penguin

Celebrating Australian animals and the beautiful moments in every day, this lyrical text is paired with exquisite high-contrast illustrations by Kamilaroi author and illustrator Gregg Dreise. The perfect gift for every new baby.



Email entries to [giveaways@ieu.asn.au](mailto:giveaways@ieu.asn.au) with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 3 February 2023.

# Be super confident

## Book a complimentary meeting with a super specialist.

Wherever you are in life, there are always decisions to be made. When you need to think about your super — and take action — we're here to help. Book a meeting with an NGS Super Specialist to make the most of your super.



**ngs  
Super**



[ngssuper.com.au/voa](http://ngssuper.com.au/voa)  
1300 133 177

5322 (1122)