

# NewsExtra

20 October 2023

## Independent Schools Update

### NSW Government and Catholic systemic pay rises

Increases in pay of between 8% and 12% will be implemented from the start of Term 4 for teachers in NSW Government schools. These increases have also been agreed for teachers in NSW Catholic systemic schools, which means that close to 85% of NSW teachers will benefit. The new rates are as follows:

Step 1 (Graduate)	\$85,000
Step 2 (Graduate)	\$91,413
Step 3 (Proficient)	\$95,317
Step 4 (Proficient)	\$99,220
Step 5 (Proficient)	\$106,131
Step 6 (Proficient)	\$114,115
Step 7 (Proficient)	\$122,100

Casual pay rates have also increased with a new higher step for an experienced casual teacher of \$548 per day.

Support staff in government and Catholic systemic schools received pay rises of 4% from July 2023. **The IEU is currently also negotiating with groups of Catholic independent schools and other independent schools to flow on these increases, to maintain traditional relativities.**

### AIS Independent schools

The multi-enterprise agreements (MEAs) negotiated by the Association of Independent Schools (AIS) still have over a year to run (expiry January 2025), with one further modest pay rise of 2.53% next February. The IEU has sought meetings with the AIS about an interim pay increase, but they have refused to meet. However, schools have started granting additional pay rises anyway (see table on the following page).

Anglican Schools Corporation schools (18 schools) have agreed to pay an additional 3% to all staff from February 2024. Smaller schools have also agreed to increases and Boards at other schools are currently considering their position. The IEU expects that many other schools will soon follow and increase salaries ahead of the MEA increases next year.

In Standards Model schools, both Band 2 (Proficient) and Band 3 (Experienced Teacher – ISTAA accredited) pay rates are now below the top Proficient band in government and Catholic schools (in the case of Band 2, \$17,000 below). In Hybrid Model schools Band 2 and Band 3 rates are also below by thousands of dollars.

School	Pay rise
Knox Grammar	Significant increases for teachers from 2024
Northside Montessori	2% above Gov't rates for teachers; increase of 4% for support staff, October 2023
Oxley College	6% all staff from February 2024
PARED schools	8% all staff from February 2024
Radford College (ACT)	6% all staff from February 2024
SCEGGS Redlands	8% all staff from October 2023
St Catherine's	7% – 11% for teachers from 2024
Tara Anglican	3% to teachers from October 2023
Trinity Grammar	5% all staff 2024 (on top of existing pay)

### Next steps

If you have not been informed by your principal that your school Board is considering an additional pay rise, please call a meeting of members (you may also wish to invite non-members) to discuss the issue and pass the following proposed motion:

*This IEU Chapter notes the significant salary increases for teachers of between 8% and 12% in NSW Government and Catholic systemic schools to take effect from October 2023.*

*We also note pay rises of 4% for support staff in NSW Government and Catholic systemic schools from July 2023.*

*We call upon our school to make immediate adjustments to our salaries to better reflect industry standards, acknowledge workloads, and retain staff.*

Chapters should arrange Chapter meetings and invite your Organiser to attend in order to discuss how to get salaries moving at your school.

Please also speak to colleagues (both teachers and support staff) who have not yet joined the IEU. Strength in membership is crucial in achieving better wage outcomes. [Join here.](#)

