



24 October 2023

Mr. Mark Northam  
Secretary  
IEUA (NSW/ACT Branch)  
GPO Box 116  
SYDNEY NSW 2001

By email: [mark@ieu.asn.au](mailto:mark@ieu.asn.au)

Dear Mark

### Model A Schools Offer

Further to our meeting on 24 October 2023, the Model A schools make the following revised offer concerning the replacement of the *NSW Catholic Independent Schools (Teachers – Model A) Multi-Enterprise Agreement 2017* and the *NSW Catholic Independent Schools (Support Staff – Model A) Multi-Enterprise Agreement 2017*.

The schools have genuinely considered every claim made by the IEU and offer the best deal possible for staff within the limits of their financial constraints. The schools have always sought to balance the interests of their staff, their families, and the communities they serve.

The details of the schools' offer are set out below:

### Pay increases - Teachers

- › 2021, from the first full pay period on or after 1 February, an increase of 2.28% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2021
- › 2022, from the first full pay period on or after 1 February, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2022
- › 2023, from the first full pay period on or after 1 February, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2023
- › 2024, from the first full pay period on or after the 1 February, an increase of 5%
  - In addition to the legislated 0.5% superannuation increase from 1 July 2024



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- › 2025, from the first full pay period on or after 1 February, an increase of 5%
  - In addition to the legislated 0.5% superannuation increase from 1 July 2025
- › 2026, from the first full pay period on or after 1 February, an increase of 4%

### Pay increases – Support staff

- › 2021, from the first full pay period on or after 29 January, an increase of 2.28% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2021
- › 2022, from the first full pay period on or after 29 January, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2022
- › 2023, from the first full pay period on or after 29 January, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2023
- › 2024, from the first full pay period on or after 29 January, an increase of 5%
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2024
- › 2025, from the first full pay period on or after 29 January, an increase of 5%
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2025
- › 2026, from the first full pay period on or after the 29 January, an increase of 4%

### Conditions

- › A nominal expiry date of 31 December 2026 for both replacement agreements.
- › Teacher salary increases effective on 1 February, eight months ahead of teachers in other sectors.
- › Pay increases resulting from teachers progressing from Band 1 to Band 2 to apply from the first pay period on or after the teacher achieves Proficient Teacher accreditation.
- › Part-time support staff to be paid for additional hours at casual rates.
- › Teaching service after 1 January 2020 in early childhood services to be recognised for classification purposes.
- › Agreement to vary personal leave and paid family and domestic violence leave evidence requirements.
- › Two days of emergency disaster leave in the event a natural disaster is declared, which prevents a staff member from attending work, and cannot work remotely.
- › Agreement to vary the dispute procedures clause, with the addition of the wording as set out in Attachment 1 below.

- › Two weeks of paid parental leave to be taken by non-primary carers at the time of the birth or adoption. The leave can be taken at another time within 12 months of the birth or adoption by agreement. The leave will not be drawn from personal/ carer's leave.
- › Temporary staff members whose employment ceases during a period of paid parental leave and have three years' continuous service at the cessation date will be paid the balance of the 14 weeks of paid parental leave as a lump sum.
- › The removal of clause 14.1(g) of the Teachers MEA and clause 19.1(g) of the Support Staff MEA, which provides for the deduction of personal/carer's leave from staff members' parental leave entitlement.
- › Move to a 15 day uncapped model of personal/carer's leave for teachers where leave accrues progressively. This would apply from 1 January 2024 and includes:
  - 15 days of personal/carer's leave as a one-off top-up for all existing teachers on transition;
  - 15 days of personal/carer's leave at commencement for all new teachers, who then immediately begin to accrue 15 days of leave; and
  - A single day of special leave per annum for teachers for a scheduled family commitment, non-accruing.
- › Removal of the cap on personal/ carer's leave for support staff from 1 January 2024.
- › IT and support staff span of hours to be increased to 7 am to 6 pm.

### Special pay increases for support staff

Schools propose to provide a special increase to General Operational and Maintenance and Outdoor Staff. From the first pay period on or after 29 January 2024, the schools will provide a 13% salary increase to General Operational Staff and a 9% increase for Maintenance and Outdoor Staff. These special increases are in lieu of the 5% general increase effective 29 January 2024 set out above.

We trust that this offer brings a conclusion to bargaining and achieves an in-principle agreement. The schools wish to proceed with an approval ballot in term four so that salary increases, new benefits and enhanced conditions can be provided to staff at the earliest possible opportunity. We look forward to the IEU's response to this offer by 30 October 2023.

Yours sincerely



Grant Connolly

**Employment Relations Specialist | Lawyer**

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# Attachment 1

## Additional wording to be included in dispute procedures clause

“Where a dispute concerns the reasonable business grounds for an Employer’s refusal of a Teacher’s request for flexible work arrangements under **clause 23 – Right to Request Flexible Working Arrangements** of this Agreement, the dispute will only progress beyond Step 2 to Step 3 if both parties agree.”