



NEWS EXTRA

7 November 2023

Vote Yes in the ACT

Members will be pleased to know that the IEU has finalised the enterprise agreement (EA) with the Catholic dioceses in NSW and the ACT covering teachers and general employees in Catholic systemic schools. The EA must now be endorsed by employees. It is the responsibility of the Catholic systemic employers to put the agreement to a vote of all existing employees. Voting will commence **Monday 13 November** and conclude **Friday 17 November**. The IEU is recommending a **YES** vote.

A YES vote is now required to ensure the agreed increases and the other gains achieved in the enterprise agreement are enforceable in the Fair Work Commission.

Significant gains for teachers and support staff

- Teacher salary increases in line with those received in ACT government schools with members receiving increases of 11%-19% between 2023 and 2025. (Although the dates of the increases differ from those in the government sector, the union is satisfied that teachers in all classifications receive *at least* the same outcome as teachers in government schools over the period 2023-2025.)
- General Employee salary increases of 6.5% and up to 20% over 12 months
- enhanced parental leave provisions
- improved evidence requirements for personal carers leave

The EA has a nominal expiry date of 9 October 2024 (even though the ACT increases extend beyond that date).

Improved paid parental leave

In addition to the gains achieved in the EA, the union welcomes the increase in paid parental leave from 14 weeks to 24 weeks that will apply in the Archdiocese from January 2024.

Workload

While the IEU is proud of its achievements in these negotiations, we will continue to work with members, the employer and TQI to address the workload issues which have contributed to the ongoing staff shortages across the profession. Focus areas will include streamlining compliance measures and reporting, simplifying teacher registration and reducing additional expectations outside of school hours. Improved support for Conditionally Accredited and Graduate teachers and their mentors is also important.

Thanks for your support

This has been a protracted negotiation process and all members involved are to be congratulated for the resolve they displayed throughout the campaign. The historic gains achieved by determined Catholic systemic and government school union members are already flowing through to other sectors. Encourage your colleagues to [join our union](#) as we continue to fight for improvements to salaries and conditions in our profession.



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