

NewsExtra

23 January 2024

Done deal! Agreement reached for staff in Catholic independent schools (Models A, B, C)

The IEU has finalised the multi-enterprise agreements (MEAs) covering teachers and support staff in about 40 Catholic independent schools (Models A, B and C).

This hard-fought outcome follows an extensive bargaining period as well as a dispute notification late last year.

As the IEU reported to members in December, the in-principle agreement involved back pay for both teachers and support staff:

- **Teachers in Model A schools:** 2% was due to be back paid from the first pay period after 9 October 2023.
- **Teachers in Models B and C schools:** rates were matched with teachers in NSW government schools and Catholic systemic schools from 9 October 2023, with teachers in Model B schools also receiving an additional 1.5% from October.
- **Support staff in Models A, B and C schools:** depending on model and relevant classification, salary adjustments to match support staff in NSW government schools and Catholic systemic schools; certain classifications would receive back pay to July 2023.

However, Catholic Employment Relations (CER) then sought to insert a provision into the MEAs that meant any staff who left before the agreements formally commenced would not receive any back pay.

The IEU considered this to be contrary to the in-principle agreement reached in November 2023. Back pay was a key component of that deal, and we refused to let employers walk away from their commitment. We insisted they honour the deal.

We notified a dispute to the Fair Work Commission in December 2023 and the matter was listed for conference on 22 January 2024. CER returned to the table just in time, requesting an urgent meeting with the IEU on 18 January 2024 to resolve all outstanding issues with the technical drafting of the MEAs. The provision preventing staff who leave from receiving back pay has been removed. CER has finally agreed to honour the deal.

As a result of this meeting, the IEU has finalised the MEAs. However, they still need to be formalised through voting. The IEU recommends voting YES.

To recap on specific pay rises and other benefits the union gained for you through resolute bargaining:

- [Model A](#)
- [Model B](#)
- [Model C](#)

We will be in touch again soon regarding the date and voting process for the MEAs.

