

# NewsExtra

20 February 2024

## Vote YES

### NSW and ACT Catholic Systemic Principals Enterprise Agreement 2024

The enterprise agreement (EA) applying to principals in nine Catholic dioceses (not including Sydney and Broken Bay) have been finalised. From 19 February 2024, principals should have received voting notices and a copy of the proposed EA. The new EA will have a nominal expiry date of 9 October 2024, in line with the main enterprise agreement applying to teachers and general employees.

#### Secured pay increases

The pay increases achieved in bargaining have already been paid but will be formalised in the EA as an 8% increase, effective from first full pay period commencing from 9 October 2023 to ensure alignment with rates of pay in NSW Catholic systemic and government schools.

#### Revised personal/carer's leave evidence

Evidence requirements for absences on personal/carer's leave will be less stringent than in previous wording of the EA. The evidence need only satisfy a reasonable person rather than to the satisfaction of the employer. This wording reflects the requirements under the National Employment Standards.

#### Improved parental leave

The non-term time that falls within the period of 14 weeks of paid parental leave will no longer count as paid parental leave. In effect, under the new EA, principals will receive an additional two weeks of paid parental leave. Eligible principals employed on temporary basis (at least three years) may also have access to paid parental leave.

Any personal/carer's leave taken in the four weeks prior to the expected date of birth will no longer be deducted from the 14 days of paid parental leave entitlement.

Additionally, the partner of the birthing parent will be entitled to 12 weeks of paid parental leave (inclusive of non-term time).

#### Compassionate leave

Access to compassionate leave under the EA will now include situations where the principal has experienced stillbirth or miscarriage.

#### Updates to the legislation

In addition to all the key changes outlined above, the proposed EAs provide greater entitlements to principals introduced by the changes to the legislation. The changes include:

- greater rights to request for flexible work arrangements; and
- entitlement to paid family and domestic violence leave.

#### What happens next?

Employers have organised voting on the proposed EA between 4 March and 8 March 2024.

**IEU recommends a YES vote**



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