

Early Childhood Education & Care



IEU the union for early childhood teachers

23 February 2024

KU Children's Services EA Bargaining Update

The IEU met with KU on 21 February and advised that more than 90% of members who provided feedback on KU's offer, indicated they rejected the offer. We reiterated that our members' primary concern is workload and the need for increased non-contact time to perform the requirements of their role. The IEU's position is that the current workload for Directors and Teachers is not sustainable and is leading to increasing burnout and staff turnover. UWU also indicated their members rejected KU's offer.

The next bargaining meeting will be held on 6 March and KU has indicated their intention to respond to the feedback received from the unions at this meeting.

Re-cap on KU Offer:

- 4% increases to salaries and allowances in 2024, 2025 and 2026
- No specific time allocation or allowance for the Educational Leader role
- KU directed meetings will be reduced to 4 hours per year and pre-approved time in lieu will remain at 16 hours per year
- Programming time for Teachers will increase to 5 hours per week. No additional time for Individual Education Plans, Individual Behaviour Support Plans or Transition to School Statements
- 2 child-free days per year
- KU propose an increase in Director Discretionary Days from 5 to 15 per year, which remains far below our claim for a minimum of 2 days per week administration time
- KU has agreed to establish a Directors' Administration Working Party to review Director workloads and set-up time prior to the arrival of children, however, recommendations will be non-binding
- Improvements to Paid Parental Leave
- 5 days paid leave for both Declared Disaster Events and Declared Pandemics
- 2 days paid Cultural Leave for Aboriginal and Torres Strait Islander employees
- Gender affirmation leave
- 10% discount on the gap fee for KU employees whose children attend KU long day care services

Your union membership

Please encourage your non-member colleagues to present a united response to KU by [joining the union](#)



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