



# news month

The newspaper of the  
Independent Education Union  
of Australia NSW/ACT Branch  
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*“Back pay was a key component of the deal, and we insisted the employers honour it.”*

## DONE DEAL!

### Staff in Catholic independent schools gain new agreements

**After protracted bargaining, the IEU defeated a last-minute obstacle posed by the employers to secure pay rises and new agreements for teachers and support staff in 40 schools.**

In January 2024, the IEU finally reached agreement on the wording of all six multi-enterprise agreements (MEAs) that cover teachers and support staff in all three groups of Catholic independent schools, referred to as Models A, B and C schools (about 40 schools in total).

Model A's MEAs will be in place for two years; and Models B and C's MEAs will be in place for three years.

The IEU was in bargaining for almost three years for these MEAs. The existing MEAs have long expired.

The new MEAs must be formalised by a vote of employees from 13 to 16 February.

#### **In-principle agreements**

In November 2023, after sustained pressure from the IEU, including members at Chapter level, the IEU finally reached in-principle agreements with Catholic Employment Relations (CER), which represents the schools, about new MEAs to cover teachers and support staff in all three groups.

However, when CER presented the draft MEAs to the IEU, the IEU identified a number of drafting issues that were contrary to the in-principle agreements.

#### **Some schools try to block back pay**

The in-principle agreements reached in November last year provided for salary increases from the date of commencement of the new MEAs (expected to be the middle of Term 1 2024) but also back pay from at least October 2023. For support

staff, some increases were agreed from July 2023. The first round of increases was as follows:

- Teachers in Model A schools: 2% from October 2023 and 5% from February 2024.
- Teachers in Models B and C schools: rates were matched with teachers in NSW government schools and Catholic systemic schools from October 2023, with teachers in Model B schools also receiving an additional 1.5% from October 2023.
- Support staff in Models A, B and C schools: depending on the MEA and particular classification, some staff would receive increases backdated to July 2023.

However, in the draft MEAs that CER presented to the IEU, CER had

inserted provisions stipulating that an employee who left prior to the formal commencement of the MEAs would not be entitled to back pay. While most schools had commenced paying the new rates and the back pay in accordance with the in-principle agreements late in 2023, not all schools did this, so the right to back pay was jeopardised.

#### **Union pushes back**

The IEU objected to this new provision. Back pay was a key component of the deal, and we insisted the employers honour it. However, CER refused to withdraw this provision.

In an attempt to break the impasse, the IEU lodged a bargaining dispute with the Fair Work Commission in early December 2023. The Commission scheduled a

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**Executive Editor** Carol Matthews, Secretary, for and on behalf of the IEU Executive and members

**Managing Editor** Monica Crouch

**Journalists** Sue Osborne

Lucy Meyer

Katie Camarena

Monica Crouch

**Photo Journalist** Katie Camarena

**Graphic Design** Chris Ruddie

**Proofreader** Helen O'Regan

**Contributions** and letters from members are welcome. These do not reflect endorsement if printed, and may be edited for size and style at the editor's discretion. Write to:

### Newsmonth

485-501 Wattle Street

ULTIMO NSW 2007

GPO Box 116

SYDNEY NSW 2001

Tel: 8202 8900

Toll free: 1800 467 943

Email: [ieu@ieu.asn.au](mailto:ieu@ieu.asn.au)

[www.ieu.asn.au](http://www.ieu.asn.au)

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# Share your wisdom Advice for new teachers

In January we called for your top tips for new teachers. On Facebook and Instagram, we asked what you wish you'd known in your first year of teaching. Your generous responses included a few key themes: be kind to yourself; be prepared to say 'no' sometimes; and, most importantly, join your union. Here is a selection of comments:

The IEU is there and is worth every cent (in all honesty I was in my fifth year of teaching in my third diocese before I knew and promptly joined, thanks to a vocal school rep).

Enjoy one of the most enjoyable, challenging, creative, worthwhile, life-changing and necessary careers you could ever take on. Not every day is gold, but every day has that opportunity. Our children deserve you!

Ask for help because you don't know all the answers and it's perfectly normal. Be kind to yourself.

Join the union.

It's not a sprint. It's a marathon.

It's OK to say no. Don't burn yourself out.

Don't be afraid to try new things.

This too shall pass – it won't always be this hard.

Get in good with the office staff – they're the ones really running the school – and if you're lucky enough to have a learning support officer, value them and their expertise properly by using them to support students.

No question is stupid. When you ask for advice, listen and apply it. There's a good chance the experienced teacher who gave it knows it will work. It takes six weeks to develop good habits with students and only two weeks to lose them. Be consistent!

Write down every funny thing that happens. When you retire, this could be the basis for a book.

Find a great mentor, build rapport with your students whilst setting, supporting and expecting them to meet high expectations; connect and collaborate with colleagues; understand that there will be challenging moments and try to focus on what you are thankful for; understand that there may always be something more you can do, but prioritise what is important as well as self care and balance; be curious and flexible in evaluating your practice (Ask yourself: Is what I'm doing effective, efficient and necessary? If not, change it); remember that teaching is part of what you do but not all you are, so make time to for activities/hobbies you enjoy outside of work; and understand your professional rights and responsibilities – your union can help.

You are there to learn and grow too. Tread softly and with kindness to yourself and to your colleagues. Find your people. Join the union. Read a lot but read with intention. Ask questions. Most importantly, learn to see your teacher self as only part of who you are, have a creative outlet.

First thing I did as a beginning teacher was find the union rep for a membership form. Also, understand the power of saying 'no'.

You don't need a Pinterest-worthy classroom and you really don't need all the stuff. If your routines are simple, you will follow them and the class will remember them. You are not there to be the students' friend. Don't mistake boundaries for unkindness – by having boundaries and holding them you are being kind. The students will respect and like you, don't be afraid they won't like you if you are tough. You'll never get it all done – learn to live with that feeling, it's icky. Know that you make a difference – priceless.

Remember why you are there and what motivated you to become a teacher. Find time each week to talk to each one of your students. Get to know them and their passions. Watch out for their 'aha' moments. And yes, say no to extra work without removing something else from your plate. Look after your health! And yes, join the union.

Be nice to the office staff.

Find a good mentor after joining the union!

Join. Your. Union.

Don't expect perfection from yourself or those you teach.

Be brave and say no to doing extra things and ask for help if you feel like you're drowning.

Use the library and library staff, they can assist with resources. Be kind to yourself, know your workplace agreement, and if you're asked to do extra, ask what can be taken away from you. Sit back and observe the workplace. Remember that students are your students and not your friends.

Support assistants are there to assist but they are not mind readers.

Be happy to be 'good enough' - chasing perfection will kill you and you could always plan a better lesson.

Join the union.

Ask for help when needed.

This is how you say 'no': "I'd be happy to add that task to my to-do list, however I'll need your advice as to which of these A,B,C ... tasks I should delete from my schedule to cater to this new request"

Have home life and work balance.

Getting something done is better than doing it perfectly.

**The #1 TIP**  
*"Join your union"*  
**ieu.asn.au ph 8290 8900**

# Time for action in independent schools

**Carol Matthews**  
Secretary



**Last year we saw unprecedented pay increases for teachers and support staff in government and Catholic systemic schools.**

**Catholic and Christian schools pay up**

Teachers in NSW government and Catholic systemic schools who have Proficient Teacher accreditation now progress automatically to \$122,000, an increase of 8% from the previous top rate of \$113,000. In the ACT, the top Proficient Teacher pay rate is now \$119,000.

Support staff in Catholic systemic schools also gained big increases, with a senior administrative employee now receiving more than \$100,000 a year (unaveraged and discounted for term breaks), and an experienced learning support assistant earning over \$88,000 (unaveraged).

Following implementation of the increases for teachers in Catholic systemic schools in October 2023, over 40 NSW Catholic independent schools also reached agreement after robust bargaining with the IEU.

Six multi-enterprise agreements (MEAs) were finalised with three groups of schools. Under all six agreements, the pay increases for teachers and support staff were

substantial. Parental leave was also improved with a range of other improvements for each group.

In Term 4 2023, the IEU also reached agreement with nearly 25 Christian schools represented by the Association of Independent Schools NSW (AIS). These schools agreed to match the NSW government teacher pay rises from February 2024, with improved parental leave and natural disaster leave for both teachers and support staff.

These increases took effect in a wages environment in 2023 that was very different from previous years. In 2023, inflation raged up to 7%, the Fair Work Commission increased minimum award wages by 5.75% in July and the NSW Labor Government abolished the public sector pay cap.

**What about independent schools?**

The AIS refused to bargain centrally with the IEU concerning pay increases in 2023 because the teacher and support staff MEAs negotiated with the union in 2021 do not expire until 31 January 2025.

These MEAs were negotiated in the period when inflation was lower, the public sector pay cap suppressed pay rises for NSW government teachers to 2.5% (including superannuation), and schools were recovering from the disruption of the Covid pandemic. Bargaining rights for employees were also far more limited than those under the

current provisions in the *Fair Work Act*. The union expects bargaining will commence in Term 1 this year.

It is time for independent schools to match the pay rises in other education sectors. More than 100 schools have made additional payments to match the public sector increases, but many schools have not, and the amount of the payments varies widely.

Some schools that have already paid increases may try to offset these payments against later increases. Despite the few well-publicised schools paying well above government school pay rates and above the MEA rates, many schools pay rates for employees generally at or below the rates applying in government schools.

See our [list of additional payments by school](#).

Conditions in independent schools are also lagging well behind those in government and Catholic schools.

The IEU will be contacting members in coming weeks and consulting about priorities for our claim.

Key to a successful outcome is a high level of union membership in every school. Unions also have new rights under the *Fair Work Act* that strengthen our ability to bargain effectively for MEAs. A priority will be ensuring our reps understand how we can wield these rights effectively.

Your organiser will be touch early in Term 1 to arrange a school visit.



**David Towson**  
Deputy Secretary



**In our last edition of *Newsmonth*, Industrial Coordinator Amanda Hioe provided several examples of major companies that had been entangled in cases of wage theft, including 7Eleven, Caltex, Pizza Hut, Domino's Pizza and Red Rooster.**

No sector is immune to underpaying its workers, with recent news that the Australian Catholic University underpaid 1100 workers to the tune of \$3.6 million over a seven-year period.

And it's not just the tertiary sector. In 2023, the IEU recovered \$1.8 million in underpayments for members.

**Tertiary sector a main offender**

Prior to the ACU revelation, a report from the National Tertiary Education Union (NTEU) released in December 2023 revealed that more than 97,000 workers in the tertiary education sector had lost \$159 million to wage theft, mainly since 2014.

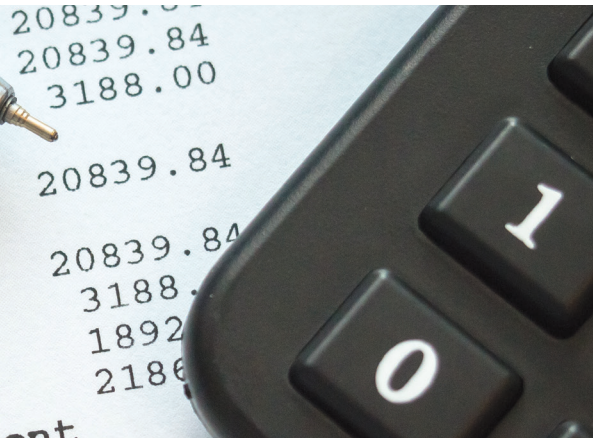
The two worst offenders in NSW, according to the NTEU, were Wollongong University and the University of Sydney. Melbourne University topped the list with \$45 million in unpaid wages. "Unfortunately, these numbers will only get worse," the NTEU said in its report. ACU was not listed at the time.

In December, SBS reported that eight university wage-theft cases were ongoing.

The ACU has denied it has taken part in wage theft, telling the ABC, "Wage theft generally arises where there is an intentional underpayment." Whether it's intentional or accidental, the impact on the employee is the same – lost earnings.

The ACU has apologised and committed to paying the affected workers with interest. In my reading, no mention has been made of any related superannuation payments, or lost earnings on these payments, owing to the impacted workers.

The impacted workers were casual or sessional workers, some of whom no longer work for the university. The NTEU report concluded that casualisation



of staff was a predominant factor causing the blight of wage theft in the tertiary education sector.

**Ways to stay wage safe**

It is critical that you are not underpaid and just as important that you are not being overpaid.

As mentioned in previous IEU advice, if an employer overpays a worker, the employer can and often will demand repayment of that overpayment.

The start of a new school year is a good time to check your pay slip to ensure you are being paid the correct rate.

Here are five things you could do to start the year with a wage-security check:

- Check your first pay slip against the salary scales posted on the IEU website.
- Check when your next pay increase is due. Note that most pay increases are due in the first full pay period after the nominated date. (Many independent schools have made discretionary payments above the rate in the multi-enterprise agreement or have committed to doing so at different times this year. Check the [list on our website](#).) Speak with your IEU chapter rep and/or contact the IEU if you are unsure.
- If you think you have been incorrectly classified (for example, you have not been paid in accordance to your salary band or level) please check your multi-enterprise agreement (on our website) and speak with your chapter rep or organiser if you have any questions.
- Ensure your superannuation contributions are being paid into your fund at the correct intervals. Check with your super fund if you're unsure – many funds have apps through which you can track contributions.
- Speak with new colleagues and casual staff and invite them to join the IEU if they're not already members. Greater union numbers mean stronger union power.

You are entitled to be paid accurately for your work, and it is your employer's responsibility to ensure this.

Your union also believes you should be paid a fair and just wage that adequately reflects your responsibilities and contribution to our society.

I look forward to working with you all in 2024 in our collective responsibility to pursue this aim.

## NSW anti-discrimination law in the spotlight

The IEU considers anti-discrimination laws in NSW and Australia to be important protections for basic human rights. We support strengthening the anti-discrimination regime that enables people to be free from discrimination in all areas of life.

The key legislation protecting people from discrimination in NSW is the *Anti-Discrimination Act* (the Act).

Unfortunately, our members who are employed in a "private educational authority" (that is, almost all members) do not have the same basic rights the rest of our community take for granted.

If you are employed in a Catholic school, a non-religious school, an early childhood education and care service or a post-secondary college for overseas students, for example, your employer can discriminate against you on the following grounds:

- sex (that is, whether you are male or female or whether you have a characteristic related to that sex, such as pregnancy)
- disability
- marital or domestic status
- homosexuality.

The licence to discriminate on the grounds of sex permits an employer to discriminate against women in determining who should be offered work, the terms and conditions of their employment, access to promotion or training or if you are dismissed.

Similarly, a private educational authority can discriminate on the grounds of disability, irrespective of whether the disability is relevant to a person's performance of their work.

The licence to discriminate on the grounds of homosexuality or marital status exists whether or not your employer is religious or whether or not your status is contrary to the religious ethos of the school or the views of the school community.

In February, the NSW Parliament will be considering a private member's bill to limit or remove many of the exemptions in the Act. The NSW Law Reform Commission is also undertaking an inquiry into many aspects of the terms and operation of the Act, including "the exceptions, special measures and exemption processes".

Some of these exemptions date from the time the Act came into force in the 1970s. It is time for a mature consideration of how the human rights of employees in private educational authorities can be enhanced within the ethos of those schools that are religious.

The IEU will be discussing these issues with NSW politicians in coming weeks.

**Carol Matthews** Secretary





# Gender pay gap

## Big employers must come clean

**Lyn Caton**  
Assistant Secretary



**The Workplace Gender Equality Agency (WGEA) will publish the gender pay gaps for every Australian employer with 100 or more employees from 27 February 2024.**

This change is the result of amendments to the *Workplace Gender Equality Act 2012* passed by Federal Parliament in March 2023.

Each employer will also have an opportunity to provide an Employer Statement that gives context to their gender pay gap.

The gender pay gap is not the same as equal pay, which is where women and men are paid the same for doing the same work or different work of equal or comparable value. This has been a legal requirement since 1969.

The gender pay gap is the difference between the average pay of women and men across organisations, industries and the workforce as a whole. It arises from social and economic factors that combine to reduce women's earning capacity over their lifetime.

### Calculating the gap

Publishing gender pay gaps is a critical part of the legislative change aimed at closing the gap. In 2023, WGEA's average total remuneration gap was 21.7% (this includes bonuses and overtime). It means women in Australia are earning, on

average, \$26,393 a year less than men. All employees, both part-time and full-time, are included in this calculation.

"The whole point of putting this into place is to try and drive change and to be a catalyst for workplaces to make that change," said WGEA chief executive Mary Woolldridge on Radio National Breakfast on 23 January.

"So we will see quite a significant spread. Some employers will have a negative gender pay gap; for example, when they have more women in senior roles, they're paying women on average more than men. But the vast majority of companies do have a gender pay gap in favour of men, and some of those are quite substantial – 30, 40, 50 per cent. We'll see those numbers.

"What the evidence shows is that by bringing transparency and bringing accountability by publishing the numbers, that's a catalyst for companies to take action and improve things."

Federal Minister for Women Katy Gallagher has said policy on women's economic security has languished for too long.

"Women continue to experience a gender pay gap due to factors like highly gender-segregated industries and workforces, because of the time women take out of the workforce for caring responsibilities, and because of the high rates of women working part-time in Australia," Gallagher said.

WGEA is a federal government agency and its reporting requirements have been under review in the recent past, with unions making important submissions to support

change, including the requirement for all government agencies to report, when in the past they have been exempt.

### Pay gap in education

While women form 73.4 per cent of the workforce in schools and early education and care centres, they comprise 76.6 per cent of the lowest pay quartile, where they earn almost \$20,000 less than the average total remuneration.

As we return to the 2024 school year, across schools and early childhood education, women are still earning an average total remuneration of 5.9% less than men (down 1.6% over the last two years). Women's median total remuneration is 8.9% less than men. In real terms, it means female education professionals earned an average of \$2735 less than men last year.

To date, only 38.2% of organisations in the schools and preschool sector have an equal remuneration policy. Barely one in five education workplaces have taken action to address the gender pay gap or even completed gender pay gap analysis for their workforce.

The IEU, along with all unions, will keep driving the agenda to address the pay gap. Governments and employers will need to take bold action to support pay equality for women everywhere, and for IEU members in schools and early childhood education and care.

For results see: [www.wgea.gov.au/data-statistics/data-explorer](http://www.wgea.gov.au/data-statistics/data-explorer)

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# DONE DEAL!

## Staff in Catholic independent schools gain new agreements

conference about the dispute for 22 January 2024. CER returned to the negotiating 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. At the meeting, CER agreed to remove the provision that would have prevented employees who leave from receiving back pay.

As a result of this meeting, the IEU has now reached agreement with the employers on the terms of all the MEAs.

### Improved conditions too

The new MEAs also provide for several improved conditions, including:

**Parental leave:** Non-term time will now be excluded from the calculation of the

14 weeks' paid parental leave for the mother, effectively extending the period of paid leave by two weeks. Schools will no longer be able to deduct personal/carer's leave taken in the four weeks prior to the expected date of birth from the paid parental leave entitlement.

The partner's entitlement to paid parental leave is also improved because the two weeks of paid concurrent leave will no longer be deducted from their personal/carer's leave.

In certain cases, temporary employees whose employment ceases during a period of paid parental leave will also have improved rights to paid parental leave.

### Evidence for personal/carer's leave:

The evidence required to substantiate an absence on personal/carer's leave is

now more flexible so that evidence that would satisfy a reasonable person will be accepted, instead of evidence satisfactory to the employer.

### Right to request flexible working

**arrangements:** New provisions set out in more detail the procedures to be followed by an employer in responding to an employee's request for a flexible working arrangement. The employee can seek the assistance of the union if their request is rejected.

### Vote Yes

For an MEA to be legally binding on an employer, it must be endorsed by a vote of employees of that employer and lodged with the Fair Work Commission for approval. The IEU supports the making of

these MEAs and therefore urges members covered by the MEAs to vote "Yes".

The union congratulates members in Catholic independent schools for their enduring support and perseverance during a prolonged bargaining process.

Your commitment and solidarity empower us to achieve these milestones and secure meaningful victories.

**Carol Matthews** Secretary

**Amanda Hioe** Industrial Coordinator





# Workloads

## Documentation should be decreasing

**Since NESAs developed curriculum Fact Sheets last year, the IEU has met with most employers who have consistently assured us they are not expecting documentation that exceeds NESAs compliance requirements.**

Yet teachers are still reporting that documentation around programming is the number one contributor to work intensification.

When developing documentation, keep in mind that the primary audience for a program is you, the teacher, and where there is a common teaching program, your grade colleagues.

### Your profession, your program

NESA compliance can be established easily with a line of sight from the syllabus, through the scope and sequence, to the teaching program and, finally, the evidence in student workbooks.

You are not required to join the dots through additional and unnecessary rationales, detail and annotations. And apart from what is stipulated in the Record of School Achievement (RoSA) process, you are not required to keep work samples.

It is reasonable to expect that anyone who wishes to confirm a specific program's compliance status should have read the syllabus and should also possess the professional capacity to establish the line of sight through the school documentation to the student workbooks.

NESA syllabuses provide a rationale for teaching specific content. Replicating rationales in individual programs is redundant and defeats the initial point: that the primary audience for a program is you, the teacher.

NESA has made it very clear through its recent [Curriculum – school registration requirements Fact Sheet](#) that annotations are only necessary where the program has been changed, that brief annotations are perfectly acceptable and that the level of detail of those annotations is a matter for the teacher.

If you and your colleagues still experience unreasonable requests to include unnecessary rationales, duplication within programs of adjustments already documented elsewhere, lesson-by-lesson detail that would be expected of a pre-service teacher, or daily annotations and reflections that do not enhance teaching and learning or program development, you should ask: Who is requesting this detail? Once that has been established, the true purpose of the request will be clear.

There are no “degrees” of compliance. If a program is compliant, that is that. The concept of “best practice” documentation is often code for work intensification.

### Our profession, our solutions

Where members have identified work intensification issues, the union advises your chapter to engage in professional discussions with school leadership teams, with the [NESA Fact Sheet Curriculum – Programming and record keeping \(scroll to page 3\)](#) and the [IEU Fact Sheet poster](#) as support material for making informed decisions.

Chapters could suggest that a dedicated forum should be established in the school for these professional discussions. Or where these forums currently exist, such as staff meetings or KLA Coordinator/Stage Coordinator meetings, time could be allocated to addressing professional concerns. Respectful and effective communication is the key.

School leaders can play their part. Where a program has been designated compliant in a given year, unless there is a significant syllabus change, it stands to reason that the program remains compliant with appropriate modifications based on the professional judgement of the teacher. Any major overhaul of a program could be restricted to a three-to-five-year cycle.

### If it can be done, it is being done

We all know the old adage of the woodcutter whose productivity declined because they believed they had no time to stop and sharpen their axe. How much of this is happening in your school? Evaluations and adjustments to procedures should not just be restricted to teaching programs. All processes in schools should be subject to a cycle of review.

At Sydney Catholic Schools' recent Architects of Change: Defining Educational Excellence forum, Canberra-Goulburn Director Ross Fox explained how the decision to remove comments from reports had an immediate and beneficial impact on teacher workload across the diocese, with no detrimental effect on teaching and learning. The IEU is aware of many schools that have made similar decisions in recent times.

The way it's always been done is not necessarily the way it should still be done. More often than not, the answers to workload issues plaguing the education sector reside within the collective wisdom of a school's teachers. It's time to start listening to teachers.

### Pat Devery

Professional Engagement Coordinator

## Professional development

**Welcome back. As the 2024 school year gets under way, the union remains focused on the work intensification issues that have long plagued the profession.**

### Recording elective PD

Remember you no longer have to upload your elective PD on the eTAMS system. You are only required to provide your elective PD log to NESA (you may be randomly audited), or to your employer if it forms part of an official performance management process.

This improved process should allow teachers to pursue professional development opportunities that suit their needs.

The IEU is continuing to work with NESA to enhance professional development offerings and we look forward to further improvements throughout the year.

### Working towards Proficient Teacher accreditation

If you have just commenced your teaching career, or you're looking to finalise your accreditation this year, join the Professional Engagement team on a Zoom session to answer all your questions about how to go about this process (see dates below).

### Behaviour Management PD

If you're starting teaching or looking for a refresher, join the IEU and renowned presenter Dave Vinegrad for four Behaviour Management courses that step you through the process of developing both a personal and school-wide response to the diverse behaviour situations you will encounter throughout the year.

We also encourage school leaders to participate in these courses to ensure the practices and processes in your school are appropriate.

### Our courses

To find out more and register, see our [website](#).

### My accreditation, my career Part 1

Monday 12 February, 4pm – 5pm, online; or Thursday 22 February, 4pm – 5pm, online

### Part 2

Wednesday 1 May, 4pm – 5pm, online; or Monday 6 May, 4pm – 5pm, online

### Managing and responding to extreme behaviours in K-6 schools

Monday 19 February, 6pm – 8pm, online

### Thriving and surviving for casuals

Monday 26 February, 6pm – 8pm, online

### Behaviour management: Getting it right

Monday 11 March, 6pm – 8pm, online

### Behaviour management: Keeping it right

Monday 25 March, 6pm – 8pm, online

### Behaviour management: Making it right

Monday 6 May, 6pm – 8pm, online

### Behaviour management: Upholding the right

Monday 20 May, 6pm – 8pm, online

### Managing difficult conversations in K to 6 schools: How to discuss what matters

Monday 3 June, 6pm – 8pm, online

### Pat Devery

Professional Engagement Coordinator

### Christina Ellul

Professional Engagement Officer

# NOT GOOD ENOUGH MEMBERS REJECT KU OFFER

**Welcome to 2024. We hope our members in the early childhood education and care sector have had a well-deserved break.**

Negotiations for a new enterprise agreement (EA) between the IEU and KU began in April 2023, and meetings will continue in 2024.

While the IEU welcomes KU's revised offer of 4% increases to salaries and allowances a year, we note there is no intention to introduce an Educational Leader allowance.

The IEU held Zoom meetings late last year with members to gain their feedback on KU's offer and members overwhelmingly indicated they did not accept it.

## The offer so far

Under KU's proposal, programming time for full-time teachers would increase by one

hour per week but no time was offered for completing the now-compulsory Transition to School Statements, Individual Behaviour Support Plans, Individual Learning Plans, funding applications or specialist reports.

Some items have been agreed in-principle, including:

- paid parental leave to increase to 15 weeks after four years of service
- five days' paid disaster leave (the disaster must be declared by the NSW Government)
- five days' paid pandemic leave (the pandemic must be declared by the government)
- two days' paid cultural leave for Aboriginal and Torres Strait Islander employees
- gender affirmation leave
- 10% discount for employees whose children attend a KU centre.

## Falling short

However, despite the IEU repeatedly raising the issue of unsustainable teacher workloads and excessive hours of unpaid work, KU's offer failed to adequately address this critical issue.

KU offered an additional 10 discretionary days per year for directors, far short of the IEU's claim for one additional day per week. Members expressed concerns that they have difficulty accessing discretionary days due to the lack of availability of relief staff, causing them to be redirected away from discretionary days to cover unplanned absences. Some members report having been directed to use discretionary days for specific purposes.

The union also sought confirmation from KU that directors would not be expected to share the proposed additional discretionary days with educational leader support

employees, but KU declined to provide any such clarification. While KU agreed to establish a Directors' Administration Working Party, the IEU is concerned that KU has said any recommendations from the working party will be non-binding.

## What's next

On 21 December, the IEU wrote to KU to advise that the union rejected its offer due to inadequate non-contact time for directors and a lack of non-contact time for the extensive Educational Leader role.

The union's meeting with KU is scheduled for 21 February and we will update you again shortly after it.

**Lisa James** Organiser

## Early Years Learning Framework version 2.0

**Michelle Thompson**

Vice President Early Childhood Services



**The Early Years Learning Framework (EYLF) has been updated, the first review since its inception.**

While the outcomes have not changed, the principles and practices have been strengthened, particularly between the National Quality Framework (NQF) and National Quality Standards (NQS) around transitions, sustainability, theoretical approaches, critical reflection, the importance of Aboriginal and Torres Strait Islander ways of being, knowing and doing and inclusion.

While 2023 was a transition year in which the two versions of the EYLF worked in tandem, from 1 February 2024, version 2.0 becomes the framework to be implemented.

### ACECQA child safety review – no phones allowed

The Australian Children's Education and Care Quality Authority (ACECQA) has published its report into the

recent review of child safety arrangements under the NQF.

As part of this review, ACECQA has outlined 16 recommendations around physical and online safety, child supervision and staffing requirements which have been integrated into three key areas of:

- strengthening child-safe governance, leadership and culture
- embedding, prevention and early intervention
- building and sustaining child-safe capacities.

One recommendation is that staff working on the floor with children should not carry personal electronic devices to take photos or videos.

While Federal Education Minister Jason Clare commented on Australia's strong reputation globally around the NQF, he agreed further improvements could be implemented.

Discussions with key stakeholders will start early this year.

## ACCC report: better pay, better outcomes

**In January, after a year-long inquiry, the Australian Competition and Consumer Commission released its Childcare Inquiry Final Report into childcare markets.**

It found the availability and quality of staff delivering early childhood services has a big impact on the quality, reputation and profitability (through influencing occupancy) of a service, with a stable tenure and continuity of staff also contributing to service viability.

It also found that rural, regional and low socio-economic status areas are underserved.

The ACCC has recommended consideration by government of market stewardship to influence where services are located.

The IEU supports the findings that continuity and quality of staff have a direct impact on the reputation, viability and quality of a service.

It is hoped these findings support the bargaining application before the Fair Work Commission for multi-employer enterprise agreements for the early education and care sector.

## Present tense

**Welcome to another year of Present Tense, your window onto the post-secondary education industry in Australia.**

### Migration crackdown

Just before Christmas, the federal government announced some fairly wide-ranging changes to Australia's migration system. Many of these changes are focused on the growing number of international students coming into the country, so any crackdown may have some effect on the sector.

The international student market faced down an existential crisis during the pandemic, and few students arrived after March 2020. However, numbers have rebounded strongly since the borders were reopened in late 2022, with overall migration arrivals at nearly half a million in 2023 (a large proportion of these are students with temporary visas).

As part of the changes announced in December, the government plans to focus on the so-called "low-quality" providers, and to try to end the pernicious practice of using student visas as a back door to securing low-paid workers, most of whom have no intention of studying. The government is not looking at caps on student visas at this stage.

Long-time observers of the sector may get a sense a déjà vu, and it's true that governments of all stripes have long threatened crackdowns on "dodgy colleges". Time will tell if this latest effort is just more of the same, or if it presages more meaningful changes for the industry.

### State of the industry

There's no question that 2023 was something of a boom year for the post-secondary sector, with student numbers continuing to grow. That said, such growth has been much needed after the grim days of the pandemic. Figures from

English Australia suggest that arrival numbers are still growing, but there are some signs the backlog is starting to clear.

In the year to September 2023, overall ELICOS commencements increased by more than 100 per cent, and enrolments by over 150 per cent. Colombia is a huge growth market (246 per cent increase), while Brazil, China and Thailand also recorded strong upticks.

The ongoing pivot away from China continues, though, with students from China now just 10 per cent of overall enrolments, representing a diversification of the student cohort in Australia.

Despite this growth, visa grants appear to be stalling slowly, with over 2000 fewer visas granted in September compared with 2022. This suggests the post-pandemic boom may soon be over, and colleges may need to start looking at the new normal for international student numbers being somewhat lower than we've seen over the past 18 months.

All this said, teacher shortages remain acute. The pandemic hollowed out the teacher cohort to some extent, and those who left are yet to be fully replaced. Consequently, it's still something of a seller's market for teachers, and with the ageing of the population, this may remain the case for some years.

So there's never been a better time to join your union, and work with your colleagues to improve pay and conditions at your college. Join the IEU:

phone: 8202 8900

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

online: [ieu.asn.au/why-join-us/join-us/](http://ieu.asn.au/why-join-us/join-us/)

There are many benefits to IEU membership and union fees are tax deductible. So join your union today and find out how we can help at your college!



# Celebrating 50 years of IEU membership

## Determination and dedication: a look back on 50 years



50-year member Paul Rahaley, left, with organiser Kendall Warren

**When Paul Rahaley cares about something, he stays the course. The retired teacher has been a member of the the IEU for more than half a century, an achievement honoured at last year's Annual General Meeting.**

Paul's steadfast approach to his commitments has not only made him one of the union's longest serving members, but it has also enabled him to persevere where others may have faltered.

### Against the odds

In early 1974, as a 26-year-old teacher, Paul had to have his leg amputated. He'd struggled with health issues for many years, but when he lost his leg, Paul couldn't teach for almost nine months. He was getting around on nothing but a crutch, with an artificial leg not available for some time.

Paul secured a new teaching post and was due to have his leg fitted a few days before he returned to the classroom. He had planned for everything, even getting his car modified so he could drive to work.

But at the last minute, he learned his artificial leg wouldn't be ready until the morning of his first day at his new job.

"I drove into the limb maker," Paul recalls, "got the leg fitted, at say, 7.30-8am, drove to Matraville for my first day of teaching, and started to teach."

### Taking vows

Paul's teaching career began 10 years earlier in 1964, when he joined the Marist Brothers. "I just wanted to do good, I wanted to be a good person," he said. His health issues began that same year and continued into the 1990s.

Paul left the Marist Brothers in 1970 but kept teaching. During a varied career, he taught subjects including religion, English, and history, became a principal, and tutored at a private college. But the work that brought Paul the most joy was teaching English as a Second Language (ESL).

In the mid-1970s, an influx of migrants to Australia

created a strong need for more ESL teachers. Paul loved the complexities of the English language, its varied sounds and rhythms. He taught children by day and adults by night.

### From one brotherhood to another

While Paul didn't grow up with much awareness of unions, he quickly learned how worthwhile membership could be. In 1973, he was working at a Christian school in Sydney when he came across a union publication about salary increases. Paul approached the brother in charge at the school, who agreed to raise wages. He saw the power speaking up could have and joined the Independent Teachers Association, which would later become the IEU.

Union solidarity means a great deal to him. "I mean, some people would be a teacher without being a unionist, a union member. I don't think that's principled," he said.

For Paul, if you don't stand with the union, you shouldn't reap the rewards of union action. "They're not paying their dues or prepared to go on strike," he said.

Paul has seen industrial action lead to meaningful changes in his working life, including salary parity with government schools and reductions in class sizes. There's "strength in numbers", he said. Being part of a united collective "adds weight to decisions. It provides authority to activity."

At one point in his career, Paul had a dispute with an employer. The IEU helped him secure a financial agreement during that challenging time.

In his 50 years with the IEU, Paul has been a branch committee member and served on the IEU Executive. He believes it's important for retirees to stay involved. "You can show people by your actions that this is a worthwhile activity," he said. He hopes his example will inspire others to "keep belonging".

Lucy Meyer Journalist

## Working from the ground up

Kevin Phillips recently celebrated 50 years' membership of the IEU, but he's a lot more than a loyal member. He was actively involved in some pivotal moments in the union's history.

Kevin became a teacher in 1968, working for government schools for two years before moving to Marist Hamilton (now St Francis Xavier's College) in 1970.

Back then, Kevin was one of the early members of the Newcastle branch of the Assistant Masters and Mistresses Association, which became the Independent Teachers Association and eventually evolved into the IEU.

"It was operating out of a paper box in those days," Kevin said.

Joining the union was like eating dinner to Kevin. It was just something you did.

"My dad had been a union rep, my brother was a union rep, I was brought up with the understanding that it's the right thing to be in the union," he said.

Starting as school rep, he worked his way through the ranks, as branch president, IEU Council delegate, IEU Executive member and, after finishing his long teaching career, became an IEU organiser for two years, based in the Newcastle office, until retiring in 2017.

One of the most important union wins Kevin recalls is when Catholic school teachers gained the same salaries as government school teachers in the mid-1970s.

"The biggest boost to membership as far as I was concerned, was when we took on the employers and got matching salaries to departmental teachers, because at that stage we were earning 70% of the state award [for government school teachers]," Kevin said.

"There were more brothers than lay teachers. There was a brown paper bag at Christmas with some extra money to make up for the fact that we weren't being paid as much as government school teachers.



50-year member Kevin Phillips, left, with former NSW/ACT Branch Secretary Mark Northam

"When our salaries became tied with the state school teachers we weren't 'less than'.

"They needed to attract more lay staff with teaching degrees to boost government funding for Catholic schools.

"We were a growing union in that period. We were being recognised as a real force and being sought for our opinions and able to have people represent us on committees. These raised the professional profile of teachers and kept the union at the forefront. We changed from the AMMA to the ITA to the IEU."

Kevin also played a role in winning fair superannuation for teachers.

"I'm proud of the efforts that we went through to get superannuation in our diocese. We got rid of [one firm] who were the employer's choice to run our superannuation. They were making money hand over fist and giving us minimal amounts. We ended up with a decent one. Our

own super. Having industry funds really gave us the chance to say to people, this is why you're a member of a union.

"We are now big enough and strong enough to have your own superannuation fund running for us."

Former NSW/ACT Branch Secretary Mark Northam said: "While 50 years of membership is a mighty contribution in itself, Kevin has given generously of his time to the IEU in numerous capacities.

"As a key driver of the Hunter Valley Sub Branch, Kevin ensured members' rights were improved enormously – equal pay, effective superannuation with member representation, workload and, importantly, advocacy and representation for members.

"Kevin is the epitome of an engaged member who has represented and motivated the collective. Thank you!"

Sue Osborne Journalist





# Child protection

## Know your rights and responsibilities

### With a sharp rise in notifications from non-government schools in 2023, the IEU urges members to keep up to date with child protection legislation and obligations.

In NSW and the ACT, child protection legislation, aided by the Reportable Conduct Scheme, aims to ensure the safety, welfare and wellbeing of children and young people.

The scheme requires employers to investigate and report to relevant statutory bodies in NSW and the ACT on reportable conduct allegations and reportable convictions involving employees working in child-related employment.

Additionally, compliance-related background checks such as the Working With Children Check (WWCC) in NSW and Working with Vulnerable People (WWVP) registration in the ACT is a requirement for people who work in child-related employment.

In NSW, the scheme and the WWCC are administered by the Office of the Children's Guardian (OCG), while in the ACT the scheme is administered by the ACT Ombudsman and WWVP registration by Access Canberra.

### Committed to protecting children

The IEU is committed to child protection legislation as well as the Reportable Conduct Scheme and background checking requirements focused on the protection of children and young people in NSW and the ACT.

We are also mindful of protecting the welfare, reputation and careers of our members working in child-related employment.

As part of the union's commitment to representing the industrial and professional interests of our members working in child-related employment in NSW and the ACT, we provide ongoing advice, support and representation to members who are the subject of:

- an investigation by their employer into a reportable conduct allegation or other work-related allegation (including breach of an employment contract, code of conduct or employer policies)

- an investigation by their employer into a reportable conduct allegation that could also result in an investigation by an external authority including Police which, may result in (subject to conditions) referral to a solicitor for legal advice/representation
- a risk assessment relating to their WWCC clearance and WWVP registration.

### Sobering statistics

The following statistics, from the 2022-23 Annual Reports of the NSW Office of the Children's Guardian and ACT Ombudsman/Government, highlight why it's important for people who work in child-related employment in NSW and the ACT, to join and remain financial members of the IEU.

### NSW Reportable Conduct Scheme

- 2054 notifications made (34% increase)
  - 74% increase in notifications from non-government schools (102 to 177)
  - 35% of all reportable allegations were reported to NSW Police
  - 53% of allegations of a sexual nature were from education
  - largest increase in notifications were assaults (180) then allegations of a sexual nature (164)
  - 13 to 15 age group made up the largest percentage of alleged victims.

### NSW Working With Children Check

- 424,203 applications were processed
  - 432 persons were automatically barred from working with children
  - 3151 persons underwent a risk assessment
  - 481 persons received interim bars whilst undergoing a risk assessment
  - 59 persons had their application refused or cancelled after a risk assessment

- 275 employers were audited by the OCG and 264 (96%) were found to be in breach of WWCC legislation.

### ACT Reportable Conduct Scheme

- 202 notifications made (48% increase)
  - 90 notifications (45%) from government and non-government schools
  - 42 persons reported to ACT Police
  - Ill-treatment (56%) was the most common allegation type reported followed by misconduct of a sexual nature (24%).

### ACT Working With Vulnerable People Registration

- 57,921 applications were processed
  - 541 persons underwent a risk assessment
  - 4 persons had their registrations automatically cancelled and 14 persons were refused registration
  - 95 persons had changes made to their WWVP registration after a risk assessment.

### Here to help

To minimise the risk of an allegation being made against you, and to assist in maintaining your WWCC clearance and WWVP registration, the IEU urges you to read and understand the obligations and expectations in current child protection legislation, as well as your employment contract, enterprise agreement and employer code of conduct and policies.

If you have any questions or work-related issues, the union can provide advice, support and representation, while maintaining your confidentiality. Contact your organiser or call us on 8202 8900 and ask for the duty officer.

**Russell Schokman**, Policy Adviser

## Working with Children Check renewal gets easier

### You can now renew your Working With Children Check (WWCC) online in just an hour.

More than 3000 people have renewed their WWCC online since the option launched late last year, with 98% providing a 'thumbs up' in their feedback on the transaction.

The online verification for WWCC is a significant step in the NSW Government's digital identity journey, removing the need to share copies of physical documents and cards to prove an identity.

The identity checks use advanced facial verification technology that can securely verify a person's identity and detect their presence through a liveness check, to confirm authenticity.

Service NSW will confirm the identity of a person by matching their live facial scan with the reference image associated with them, such as the photo that was taken when a driver licence was issued.

To preserve privacy and safeguard against fraud, photographs used for verification are immediately and

permanently destroyed after the real-time check is completed.

Renewing a WWCC using digital proof of identity is optional and people can still apply in-person at Service NSW.

"The new online option for renewing your Working with Children Check is a great example of how we are using technology to improve access to government services and helping people save valuable time," said the NSW Minister for Customer Service and Digital Government, Jihad Dib.

"The state's teachers, volunteers and childcare workers no longer need to travel to a Service NSW Service Centre to renew their Working with Children Check.

"The new process is streamlined, efficient and secure, cutting the transaction time from 70 minutes to 10 minutes on average and helping to pave the way for more uses of photo verification technology in the future."



# Edmund Rice Centre: Fair Play

## Connecting sport and social justice



From left, Director of Identity at St Patrick's College Strathfield Gillian Daley, former Socceroo and activist Craig Foster AM, and the Edmund Rice Centre's Marisa Brattoni and Carmel Clark



St Francis students Kye Hooper (Year 12), left, and Jacob Maharaj (Year 7)



Santa Sabina student Aviti Kamach attends a session at the Fair Play event



Santa Sabina students Elizabeth Buckley, left, and Charlotte Pugh

**Former Socceroo and human rights activist Craig Foster was the headline speaker at an event focused on the intersection of sport and activism.**

Athletes have long used their platforms for advocacy. From the 1936 attempt to boycott the Berlin Olympics to Mohammad Ali refusing to serve in Vietnam in 1967, to the anti-Apartheid campaign to exclude South Africa from international sport to Cathy Freeman draping herself in the Aboriginal flag at the 1994 Commonwealth Games — sport and social justice have often been intertwined.

In November 2023, students at Catholic and independent schools in Sydney were lucky enough to hear from Australian sports star turned human rights advocate Craig Foster. The former Socceroos Captain was the keynote speaker at Fair Play: Exploring the Interaction Between Sport, Social Justice and Human Rights. The event was hosted by the Edmund Rice Centre for Justice and Community Education.

Teenagers are not easy to impress, but the audience of high schoolers was entranced by Foster. There was no fidgeting, chatting or scrolling. The students listened to his every word, then lined up to ask as many questions as time would allow.

A passionate and animated speaker, Foster encouraged the students to find their voice and fight for change. "It's within every one of you," he told them.

Social justice is like a muscle, said Foster. "You exercise it and it gets stronger." You may start with one small act, he said, but before long, you'll realise that wasn't so hard and you'll want to do more, go further.

### Fight for freedom

Foster shared his own journey to activism, as well as campaigns he's led and fought for. He detailed the successful fight to free political refugee and Bahraini footballer Hakeem al-Araibi from detention in Thailand. Foster was careful to make sure students understood that many victories come with a cost. Al-Araibi is free, but he was tortured, and he's still struggling years later.

While Foster spoke at length about refugee rights and Australia's immigration policies, he also touched on many

other social justice concerns, including climate change, homelessness, Indigenous rights, and domestic violence.

Foster challenged students to question the status quo and combat intolerance and injustice. "You have to go against the grain," said Foster, who was NSW Australian of the Year 2023.

Foster encouraged the students to research issues of inequality and study human rights law. If you're interested in an issue, he said, investigate "the legal principles that underpin it". Get to know how countries are supposed to act. Understanding human rights instruments is the perfect starting point for advocacy, said Foster.

The former athlete compelled students to fight for vulnerable and persecuted groups. "We are going to stand in front and say, 'you cannot get past because to get to them, you have to go through us'," he said.

## "You have to go against the grain"

### Importance of education

When a student asked Foster how a high schooler with no power could be a force for change, the retired soccer player told the teenager that his activism still mattered. Students can influence their classmates, sign petitions, and join groups. They can also gain leadership positions within their schools and then use those positions to make a difference, he said.

Foster acknowledged that while students don't have his platform, they do have something of value. "The education you're being given is outstanding," he said. He encouraged them to take advantage of the opportunities their schools provide to create change.

That's something Year 12 student Kye Hooper, a Sports Leader at St Francis Catholic College, Edmondson Park, hopes to do. Hooper listened intently as Foster talked about using his influence to help others. "It's really inspirational," he said.

### On the run

While Foster was a hard act to follow, he was one of many speakers at the event, which included a video presentation from former Olympian and federal politician Zali Steggall, and a talk from Zaki Haidiri, a Refugee Rights Campaigner at Amnesty International who fled Afghanistan as a teenager.

"I was a child when I was told you have to run to survive," said Haidiri. At 17, his mother handed him to people smugglers to escape the Taliban, who were targeting him. Eventually, Haidiri made it to Australia.

"I was a broken person when I arrived here," he said. He was in detention for about 10 months. Haidiri said several of his friends had taken their own lives because of Australia's refugee policies.

He told students that when he was released with a bridging visa, the government warned him not to speak to the media. He spoke out anyway. "You have to remember those that are suffering," Haidiri said.

It will take time, he told students, but change is possible. Haidiri's message was one of hope, a theme of the event that every speaker touched on. Many students were especially moved by Haidiri's story.

### Students respond

Santa Sabina College students Charlotte Pugh and Elizabeth Buckley would love to see more events like Fair Play, which sparked important conversations about social justice issues and empowered them to act. The year 12 students want to see such opportunities open to rural and remote communities.

Alexandra Mediati is grateful her St Francis students could attend the event. They heard from so many extraordinary people, said Mediati, an IEU member and the Assistant Principal of Religious Education, Identity and Mission at St Francis.

"I think it's important for younger people to be able to hear that they have a voice, and that they should use their voice for the right things in life."

Lucy Meyer Journalist



New staff

# Welcoming the opportunity to make a difference



Industrial Officer Liam Crisanti

**At age 18, Liam Crisanti was tying the knot for people who had been waiting to get married longer than he'd been alive.**

A new Industrial Officer with the IEU, Liam started his career straight from St Aloysius' College in Milsons Point with the NSW Registry of Births, Deaths and Marriages.

"I probably would have done about two or three dozen weddings. It was on the advent of the same-sex marriage amendment, so that was an interesting time. I needed to help align the policies of the Registry to fit in with the new amendments," Liam said.

"It was beautiful to see those changes allow people who already considered themselves married but hadn't been recognised under law to become so."

While working, Liam also studied International Relations at the University of Sydney.

"I moved to the Information and Privacy Commission. I was interacting more with the legal side of things there and that's where I started to develop an appreciation for the law, and how it works in everyday life.

"I completed my first degree and decided I wanted to get involved with the law, so I started a Juris Doctor at Sydney University.

"About midway through that degree I started working at Turner Freeman Lawyers. My grandfather was a shipwright and unfortunately contracted asbestosis. He was going through the process of getting compensated for that and I would go along to support him.

"One day I was sitting in the office with the Managing Partner, and he said, 'well, if you haven't got a job, come work for us'. That's how I started there."

Liam's grandfather and his parents are strong union advocates. Both his parents have worked for unions and now work for the NSW Industrial Relations Commission.

Liam opted to study labour law at university, and ended up winning a university prize.

"When I started working at Turner Freeman, it was dust diseases work, then workers compensation as well. But my interest was really employment law. I started taking on more of those duties. It's a national firm, so it gave me wide exposure to the practice area, including working with unions, unfair dismissals general protections claims and underpayment claims."

On completing his Juris Doctor with distinction, Liam took a leading role in Turner Freeman's employment law practice, including in a large class action in the banking sector, regaining millions of dollars in underpayments for workers.

"I gained a role with the Australian and International Pilots' Association and that reinforced to me that that was exactly the kind of work that I wanted to do. At the

same time, I was a finalist in the 2023 John Curtin Research Centre Young Writers' Prize, having an essay on unionism published in their bi-annual magazine.

"It also gave me a broader understanding of the different work that unions do, not just on the legal side, but on the bargaining side and on the rule-making side. The role at the IEU presented itself, and I felt like I had the opportunity to make a difference with a broad cross-section of workers.

"It's been great and very busy, which I enjoy. I like a good challenge and grappling with new things. I hope to bring some useful experience with me to benefit our members."



Industrial Officer Emma Ford

**Using her skills to have a positive impact is intrinsic motivation for new IEU Industrial Officer Emma Ford.**

"My dad was a union rep for many years. My uncle was a union rep, and my family is union focused," Emma said.

She was attracted to the law because it suits the way she thinks. "I am a linear thinker, and the law tends to lean more towards linear thinking, and improving industrial issues is problem solving," she said.

While studying for her law degree, Emma worked for the non-profit Ingham Institute for Applied Medical Research, which reinforced her conviction that she wanted to work in the not-for-profit sector, supporting social justice issues.

***"It's great to talk to members and get an understanding of who they are and what they want to achieve when they contact us, and to try and keep them feeling safe and secure in their work."***

"I wanted to use my degree to do something that would have impact, with a primary focus of 'how much can we do to help this person'? I find unions a good space for that."

Upon graduation, Emma too landed a job at the Australian and International Pilots Association.

"I was there for 18 months, but when the opportunity to work at the IEU came up, I was interested because it offered the chance to work with a broader membership base.

"It's about finding practical solutions. I'm happy to be helping members individually with a whole range of issues.

"It's great to talk to members one-on-one and get an understanding of who they are, what they want to achieve when they contact us, and to try and keep them feeling safe and secure in their work."



Organiser Angela McDonald

**New IEU Organiser Angela McDonald said being part of the IEU collective was 'emotional' and 'inspiring'.**

Angela is excited about meeting the members she'll be looking after in schools around the ACT. "I'm excited to get out there and to visit those schools and to chat to members and get to know them," she said.

Angela has been a classroom teacher for over 20 years, initially in NSW, then more recently in the ACT in the Catholic systemic sector.

"Last year I had a wonderful class that I absolutely love and adore, but I felt like I had achieved what I wanted in teaching," Angela said.

"I have such a passion for education. People have asked me 'why go'? The profession is in such a tricky place at the moment with the teacher shortages and increasing workloads. It's a really challenging time and I felt like this was the right time." Angela can now contribute to progressing these issues with the IEU.

During 2022 and 2023, Angela was actively involved in the IEU's Hear Our Voice campaign for a pay rise in Catholic systemic schools.

"I've been the ACT Vice President on the IEU Executive, which has been a great way to learn more about what the union does, and get the bigger picture other than my own school and my own sector.

"I spoke at both of the rallies in the ACT, and standing in front of all those people united as a group, all wanting better outcomes for teachers and support staff, was inspiring. It was such a good thing to be part of that collective.

"You know, in my heart I'm a teacher, and I don't think that goes away. But I think that puts me in a good place to understand how schools work and the issues that impact the teaching profession and support staff, who are critical to our schools.

"I have a lot to learn and there are a lot of skilled people within the IEU. I look forward to learning from them."





ABC presenter Craig Reucassel, left, joins the Welfare Rights Centre team, including CEO Katherine Boyle, 4th from right, for the centre's 40th anniversary. Right: CEO Katherine Boyle and Chair Simon Rice



# Fighting for fairness: Welfare Rights Centre celebrates 40 years

The Welfare Rights Centre helps people should they need to navigate Australia's often formidable social security system.

The Welfare Rights Centre evolved from Redfern Legal Centre, the first community legal centre in Australia, which was set up in the 1970s. It provided an evening service for people who needed help with their social security payments, but it soon became clear demand was outstripping supply.

Despite underfunding, the centre expanded in the 1990s and 2000s. The Welfare Rights Centre is the one free place people can turn to for help with social security issues and family assistance, and for people who are having problems with Centrelink.

## Union support

In the 90s, the centre formed a bond with the trade union movement. Unions provide some funding in return for priority service for their members.

Even so, demand can sometimes be too huge for the centre's few staff to cope with. But members of the IEU, NSW Teachers Federation, NSW Nurses and Midwives Association, and the Police Association (all unions that support the centre financially), are fast tracked when they contact the centre. This applies to family members of union members as well.

Welfare Rights Centre CEO Katherine Boyle said unions fund the centre for the benefit of their members, but also on principle, as the centre has advocated for a fairer welfare system for 40 years.

"The union movement's always had a strong interest in social justice and what happens to vulnerable people, and that the social security system is there, under resourced, inadequate, but nonetheless an important safety net for workers or would-be workers," Boyle said.

## Defeating Robodebt

The centre advocates for procedural fairness in the system and played a strong part in fighting against the former federal Coalition Government's Robodebt Scheme, an unlawful method of automated debt assessment and recovery.

"The Welfare Rights Centre firmly supports the recommendations of the Royal Commission," Boyle said. The Royal Commission into the Robodebt Scheme released a damning report in July 2023 that included some 57 recommendations.

"If fully implemented, these recommendations can lead to substantial systemic improvements in Social Services policy development and Centrelink service delivery," Boyle said.

"We achieved great outcomes for our clients, shedding light on inequities within the social security system and a lack of procedural fairness in the external appeals process."

Minister for Government Services Bill Shorten recognised Boyle's public advocacy, describing her as one of the heroes of Robodebt.

## State funding shortfall

In 2013, the NSW Liberal Government withdrew 40 per cent of its funding to the centre, a move Boyle describes as "catastrophic". She is hoping the new NSW Labor Government will at least reinstate that funding.

"It was an attack on the centre because we were being too strident in our views on social security and the then liberal government didn't like it, basically," Boyle said.

"There's a very strong argument for why the state government should have a strong and robust welfare rights centre. Part of it is obviously just moral. We help vulnerable NSW residents, but there's also a strong economic argument for it.

"When a person is cut off from their Centrelink payment, the consequences of that is a cost to the NSW government. They can't pay their rent on their social housing. Child protection needs to get involved. They might end up in hospital or jail, the charities which the state government usually contributes to need to support those families."

### What the centre can help with

**Unemployment:** meeting the 'activity test', waiting periods, income and assets tests, and employment service providers can be challenging.

**Reporting income and avoiding debt:** correctly reporting income, especially from casual and shift work may pose many problems for workers. Incorrect reporting of income can lead to a debt and cause financial hardship.

**Disability support:** workers who are sick or have had an accident and cannot work may be eligible for JobSeeker, but a complex assessment of leave entitlements is involved. Accessing payments can be difficult if the employer does not provide proof that all paid leave entitlements have been exhausted. The eligibility criteria for the Disability Support Pension are complex and people often need legal assistance to obtain this payment.

**Families:** many workers with dependent children may be entitled to a wide array of income support, such as Family Tax Benefit, Childcare Subsidy, Parenting Payment, Paid Parental Leave, and Youth Allowance for dependent students. Problems can arise when claiming these payments, such as late claims, problems with estimating annual family income and debts.

**Retirement and pre-retirement planning:** workers often need advice about their entitlement to and the rate of Age Pension (especially in relation to other income from work or savings, or assets), and about access to fringe benefits and concession cards.

### Access for IEU members

When contacting the centre, tell them you are a member of the IEU.

**Call:** 1800 226 028

**Online:** [welfare.rightscentre.org.au](http://welfare.rightscentre.org.au)

**Email:** [contact@welfare.rightscentre.org.au](mailto:contact@welfare.rightscentre.org.au)

**Urgent matters:** 9211 5389

**Sue Osborne** Journalist

# IEUA SPEAKS

## Gaps remain in the AI framework for schools

The Australian Framework for Generative AI in Schools commences operation from the start of the school year across the nation this week. The IEU welcomes the framework's focus on education outcomes, AI ethical practices, equity and inclusion and recognition of teacher subject expertise.

Our union is, however, concerned by three key areas neglected in the framework:

1. ongoing consultation with the teaching profession and their unions;
2. the need for comprehensive workload impact assessments; and
3. the commercial encroachment of private AI providers in education.

The IEU has highlighted these issues with government and policy makers, including in our submission to the AI in schools taskforce inquiry held last year.

The first annual review of the framework, due later this year, must address the following:

### Consultation with the profession

The voice of the teaching profession must be paramount to support the use of AI tools to serve students and the education workforce and help guard against inherent AI risks. Genuine consultation will be needed for employers and governments to fulfil their joint duty of care to students and staff. Union representation should be included in the National AI in Schools Taskforce to inform its ongoing development.

### Teacher workload

New AI compliance tasks and strategies deployed by schools to police academic integrity must not fall on already over-burdened teachers. Decisions regarding the use of AI in schools should be subject to a teacher workload impact assessment, similar to the requirement imposed on outcomes contained in the next National School Reform Agreement.

The framework references the relevance of the Australian Professional Standards for Teachers which requires teachers to engage in professional learning. However, the framework should explicitly mandate that employees have adequate release time to attend AI-related professional training to ensure that such training is provided during standard work hours.

### Commercial interest regulation

The framework's principle of transparency should include in the Guiding Statements that commercial enterprises selling generative AI programs to schools are required to consult with classroom teachers and their unions. Businesses should be required to demonstrate that their products do not pose risks to academic integrity or undermine education outcomes through, for example, increased student exposure to misinformation or algorithmic bias.

The IEU will be urging the government to integrate measures to address these issues as part of the 2024 review. The framework is a good start, but it can be improved to better support equity and inclusion, student learning outcomes and the rights of school employees and their students.



# Pilliga Forest: Hopeful signs in campaign against Santos gas project



## If Santos can't build the Queensland-Hunter Gas Pipeline, it can't develop the Narrabri Gas Project in north-west NSW.

In 2023, the IEU joined other unions and community groups campaigning against the proposed Santos coal seam gas project in the Pilliga Forest at Narrabri. We did this to support the Gomeroi people who don't want this project to proceed and to avoid more frequent and extreme impacts of climate change.

Late in 2023, there were two hopeful signs this destructive fossil fuel project may be stalled or derailed. First, the Federal Government committed to supporting fast-tracked legislation to strengthen the water trigger so it applies to all forms of unconventional gas. This means the government is required to assess fracking projects and consider the impact on water supply.

The union movement, grassroots movement Lock the Gate, and local community groups were also successful in prompting a reconsideration by Federal Environment Minister Tanya Plibersek as to whether Santos's Queensland-Hunter Gas Pipeline is a "controlled action" under Federal environment law. If Santos can't build the Queensland-Hunter Gas Pipeline, it can't develop the Narrabri Gas Project in north-west NSW.

Another hopeful sign was Santos announcing it has further delayed the date of making a 'final investment decision' for the Pilliga-Narrabri gas project. This will now take place in 2025. Santos cited a failure to secure Native Title Determinations and approval for the necessary pipelines as the reason for the delay. The board has said that the project remains "unsanctioned".

## IEU submission

In December 2023, the IEU made a submission to Minister Plibersek to reconsider the assessment of the environmental impacts of the Queensland-Hunter Gas Pipeline which had not been officially scrutinised since 2009. Since then,

new information has come to light revealing the threatened plant communities and wildlife along the gas pipeline route.

The IEU submission stated: "Australia must act to protect what is left of our native species. Since 2009 the situation regarding threatened species and collapsing ecosystems has clearly worsened. Climate change impacts cannot be ignored as they often were 14 years ago.

"Australians not only face losing our natural heritage but a direct threat from more intense and more frequent bushfires and flooding. During the Black Summer bushfires in 2019-2020 which killed 33 people and burned more than 24 million hectares, students could not play outdoors for weeks due to the smoke, not to mention the 2700 families who lost their homes," the submission said.

"Bushfire smoke killed over 400 Australians that summer according to the Medical Journal of Australia. Australian children deserve to live in a country that protects native species from extinction and that takes climate and environmental threats seriously. We used excuses in 2009 that we must no longer use. This pipeline and other fossil fuels projects must be stopped."

## Bushfire risk

In late 2023, a bushfire raged through the Pilliga forest, highlighting how dangerous it would be if 850 gas wells were drilled there.

The fires burned through more than 130,000 hectares. "This is a large bushfire that has been fuelling dangerous, fire-generated thunderstorms with smoke visible from hundreds of kilometres away," Federal Emergency Management Minister Murray Watt said.

The IEU hopes sanity and respect for the Gomeroi people will prevail and that the Pilliga project and other new fossil fuel projects are shelved.

David Whitcombe Organiser

Dalfram Dispute Memorial, Heritage Park, Port Kembla



# Remembering the Dalfram dispute

Members of the Port Kembla maritime community, along with the Consul-General of the People's Republic of China, paid their respects to the wharf labourers who protested the export of pig iron from Australia to Japan in 1938 at Heritage Park Port Kembla.

The 85th anniversary of the Dalfram Dispute was on 15 November. The dispute saw 180 workers refuse to load pig iron on to the steamship *SS Dalfram* after learning the materials would be used to produce military materials against China.

South Coast Labour Council Secretary Arthur Rorris said the action was one of the union movement's iconic acts of bravery.

"To have the foresight, to have the understanding, to do something that would be remembered so many years later is one of the most brave and iconic things in our history," Rorris said.



Above: ASU Organiser Sharon Callaghan, NSW MP for Shellharbour Anna Watson, IEU Organiser and President of the South Coast Labour Council Tina Smith and CEO Illawarra Women's Health Sally Stevenson

Right: Laying of roses to represent every woman who died in 2023 as a result of family and domestic violence.

# Vigil for women



Women Illawarra and Illawarra Women's Health Centre held a vigil in McCabe Park Wollongong to mark the International Day for the Elimination of Violence against Women on Monday 27 November.

Women's rights activists have observed 25 November as a day against gender-based violence since 1981. This date was selected to honour the Mirabal sisters, three political activists from the Dominican Republic who were brutally murdered in 1960 by order of the country's ruler, Rafael Trujillo (1930-1961).

A worldwide movement, this day represents an ongoing invitation to governments, international organisations and NGOs to organise activities every year designed to raise public awareness of the issue of violence against women.

The vigil honoured and mourned those lost to gendered violence in 2023, with advocates and activists speaking out against gendered violence.



# New year, new beginnings, new resolutions



**While 2024 ushers in much of the same (seasoned member here), it also brings a few welcome changes, to leave 2023 well behind. It's just a matter of perspective.**

As a teacher who works in a Catholic systemic school, I am a recipient of a protracted, yet well-fought for pay rise, which acknowledges my essential work teaching children, my cultural importance shaping this generation and my contribution to the fabric of society.

A pay rise that keeps me in the profession a little while longer. This is different from 2023.

I also will benefit from improved conditions in an approved enterprise agreement (which will nominally expire in October 2024) and a betterment of working conditions. This seems like a

small difference, but it is still important as it maintains my commitment to teach yet another generation of students. My core work. This is the same. It is unwavering.

Another aspect that is comfortably, the same, is the union: I know I can walk confidently into my work environment and know things will be OK. Not for myself but for all union members. To know that being a rare teacher in the current context is a privilege; that we are valued, in all senses of the word. Again, it is the union's presence which brings strength and stability to all members, in the diversity of work that occurs across all sectors.

I also welcome beginning teachers to the union, even those who are still thinking about joining, reading over the shoulder of their union peers their first *Newsmonth* (Good, isn't it!).

Thanks for your support and, hopefully, your activism in years to come.

Your Chapter Rep is the first point of contact regarding workplace concerns; seek them out if you need to, or just make them a valuable friend! The union is here to guide you and make your accreditation-process as pain-free as possible. The union is here to advise and protect your rights, 'to have your back', you might say.

While we say hello to beginning teachers, sadly, the IEU has a difference this year – farewell to the Deputy President of the IEU NSW/ACT Branch, Libby Lockwood. Libby is one of those individuals who brings light to complex situations. Libby has resigned her position as Deputy President and Executive member to take on a new area of responsibility in a regional school in Guyra.

I am indebted to Libby for her openness, perseverance and voice of rationality. The Executive has lost a good one but her students have gained a champ. Thank you, Libby, for your productive contributions to

Executive meetings, to giving your time to attend union events and Council meetings and for representing the union in an official capacity.

Finally, I acknowledge the IEUA NSW/ACT Branch Executive for 2024: Secretary Carol Matthews, Deputy Secretary David Towson and Assistant Secretary Lyn Caton; adeptly enhanced by the IEU Executive – Helen Templeton, Kylie Booth-Martinez, Michelle Thompson, Denise McHugh, Suzanne Penson, Nicole Downey, Sarah Gardiner, Simon Goss, Elizabeth Heggart, Glenn Lowe, Anna Luedi, Peter Moore, Amanda Wood and Christine Wilkinson.

I anticipate robust discussion around our table, with – always – the best interests of our members in mind.

Have a healthy and satisfying year all!

## Around the Globe

### World Report 2024 – a snapshot

Each year Human Rights Watch releases an annual review of human rights around the globe. The 2024 report has just launched – here are some key issues it covers.

### Women and girls

The Taliban continues its gender persecution of women and girls in Afghanistan. In September 2021, girls were banned from studying beyond the 6th grade and this was extended to universities in December 2022.

In Iran, authorities have cracked down on the “women, life, freedom” protests sparked by the death of Mahsa Amini at the hands of Iran’s “Morality Police”. Papua New Guinea is still a dangerous place for women and girls, with lawlessness and violence increasing pervasive sexual and gender-based violence.

In Pakistan, human rights defenders estimate 1000 women are murdered as “honour killings” each year while North Korea has again failed to take any action to address women’s rights violations.

The participation and representation of women in politics is in decline in Nigeria after only 20 of the 469 seats in the National Assembly went to women in the 2023 election.

### Climate crisis

As the world faces global warming and climate change, Iraq is one of the most vulnerable countries. Large swathes of the country are expected to become inhabitable in the coming years due to droughts and desertification. Canada lost more than 17 million hectares of forest to wildfires and Japan experienced its hottest summer on record, with older people and pregnant women impacted the most.

Despite China being the largest emitter of greenhouse gases, China also leads the world in renewable energy production. While this may seem like good news, China’s supply chain contains concerning links to forced labour in Xinjiang, and the country’s hunger for lithium is fast-tracking environmental destruction and overshadowing human rights abuses in Tibet.

### Refugees

In mid-2023, Kenya announced a plan to transform Dadaab and Kakuma refugee camps into integrated settlements to promote the socioeconomic inclusion of refugees. Meanwhile, the European Union and its member states doubled down on repressive deterrence measures for people arriving at their borders.

Germany extended protection for more than 1 million refugees from Ukraine while a new humanitarian program for Afghans was plagued with delays. Yet Germany also failed to uphold international obligations regarding bilateral reparations to address the ongoing impact of colonial crimes committed in Namibia.

Japan accepts very few refugees each year but recently passed a bill to make it easier to deport asylum seekers. Australia’s rights record continues to be tarnished by its cruel treatment of refugees.

In Syria, 6.7 million people are internally displaced, with another 12.3 million having fled since 2011. Neighbouring Lebanon has the highest population of refugees per capita and Türkiye hosts the largest number of refugees in the world.

### LGBT rights

In good news, the Supreme Court of Nepal ordered the government to register same-sex marriages, Bolivia recognised civil unions for same-sex couples

and Japan passed its first law on sexual orientation and gender identity. These positive gains were offset by India’s Supreme Court failing to legalise same-sex marriage and Uganda’s President signing a law criminalising same-sex conduct. Meanwhile state-sponsored discrimination against LGBT people remained pervasive in Malaysia.

In China, LGBT people experienced increased harassment and censorship with a string of forced shutdowns of LGBT groups and deletion of social media accounts while Russia prosecuted streaming services and blocked websites featuring scenes with LGBT content. Colombia registered homicides against 134 LGBT people while LGBT people in El Salvador remain targets of transphobic and homophobic violence with many seeking safety abroad.

In Georgia, the Tbilisi Pride Festival was cancelled after being violently stormed by right-wing hate groups. In Lebanon, Hezbollah’s leader called for the killing of gay and lesbian people, sparking terror in the LGBT community.

In Iran, same-sex relations are punished by flogging and death penalty (for men) while the situation became more hostile in Iraq as media outlets were ordered to replace the term “homosexuality” with “sexual deviance” and were banned from using the term “gender.”

*Around the Globe brings you international news about injustices and workers’ rights. If injustice exists anywhere, it exists everywhere.*

Katie Camarena Journalist





Robert Emery of St Pius X College Adamstown is honoured for 40 years IEU membership



Stephen Darcy of St Joseph's Catholic Primary School, Riverwood, receives his 40-year IEU membership presentation



Mark Bateman of St John the Apostle Catholic Primary School, Narraweena, at his 40-year IEU membership presentation



40-year IEU membership presentation to Michael Punch of Corpus Christi Primary School, Waratah



40-year IEU membership presentation to Anne Rees of Saint Mary's Catholic Primary School, Erskineville



40-year IEU membership presentation to Anne Rees of Saint Mary's Catholic Primary School, Erskineville



## IEU A SPEAKS

**Public handwringing won't solve teacher shortages we must reduce workloads**

IEU members across the country are fighting back against unsustainable workloads and incessant growth of administrative tasks and compliance paperwork that is undermining our time to teach.

The causes of teacher overwork are many and complex. Long-term solutions will require improved conditions won by IEU members in local campaigns and collective bargaining. But it will also need a national intervention from governments, peak employers and education authorities.

While it's acknowledged across the education sector that workload and teacher burnout are the core drivers behind teacher shortages, the response from school employers remains limited to public handwringing about a problem they themselves can rectify.

The Federal Government has initiated important reviews and reforms focused on teacher retention. Our union is deeply engaged in this work, as well as other aspects of our national plan to compel all parties to play their part in relieving workload pressures.

A two-pronged strategy is needed to force real change – IEU members winning workload concessions from employers through school level campaigns, combined with national advocacy to stem the avalanche of process driven tasks and red tape being imposed on teachers.

Our work has started with education authorities and policy makers to end the unnecessary overlay and duplication of compliance work. Once reasonable expectations are confirmed, we need employers to stick to what is required and stop adding more demands.

### National School Reform Agreements

The IEU is prosecuting innovative changes that would see school funding and resources linked to tangible workload reductions.

### National Teacher Workforce Action Plan

The IEU is working with the Federal Government and authorities on the implementation of key actions that can help address workload. This opportunity for reform can't be missed.

### Parliamentary Inquiry into AI in Education

In addition to legal, ethical and educational concerns, we are fighting new academic integrity policies designed to police AI, but also force even more administrative work on to teachers and school leaders.

### Support for early career teachers

The IEU is providing detailed input into best practice induction guidelines for new teachers and lobbying for greater early career support programs, including dedicated work time for professional mentoring.

### Early Years Strategy and ACECQA Workforce Plan

Early childhood education teachers are drowning under the burden of operational and administrative tasks imposed on small community centres. Our teachers and directors are struggling with limited resources and support.

IEU Speaks is the voice of the Federal IEU, representing 75,000 teachers, principals and support staff across Australia.

# Palm Sunday Peace Rally

## Save the date!

The 2024 Palm Sunday Peace Rally will be held on Sunday 24 March. Join us as we stand up for justice and refugees. Keep an eye on our social media for details.

MAR

SUNDAY

24



## Union Pride at Mardi Gras

The union movement is marching in the 2024 Gay and Lesbian Mardi Gras parade, and IEU members are encouraged to join.

This annual iconic event is a celebration of love, equality, and solidarity within the LGBTQ+ community and beyond. This year's float is dedicated to ongoing solidarity with First Nations peoples. Buy your ticket (\$40) and meet at 1pm at Sydney Trades Hall on Sussex Street before joining the parade.

**Mardi Gras: Saturday 2 March 2024**





**As a new year rolls on, it's always a good time to consider your super to maximise your retirement benefit. We all want a glorious and dignified retirement – and well deserved after a lifetime of hard work. Here are some things to think about.**

The Super Guarantee (SG) is the amount of super your employer is required to pay from your gross salary. It moved up in 2023 from 10.5% to 11%. Increases up to 12% had been planned but were blocked by the Abbott Coalition government on the grounds that employers could not afford to pay super increases.

This blockage caused a serious loss to workers' retirement balances. Now, however, SG increases have been approved and in July the increase will move up to 11.5% of gross salary. The final increase will happen in July 2025 when the SG hits the magic 12%. So your employer super contribution will automatically increase this year and next year.

And don't forget that your concessional tax contribution cap (including your employer's contribution) is \$27,500 this year. This figure matters if you are planning to take advantage of the tax concessions available through salary sacrificing.

#### Performance Test

Other changes include the enhanced Performance Test which the regulator (APRA) is co-ordinating to ensure greater transparency of superannuation funds.

The value of the Performance Test is clear as the number of underperforming funds has been decreasing since its introduction in 2021.

You can check your fund's performance and compare it to how other funds with the same asset allocations have performed. It's a good idea to check the one, three and five year performance tables to see how your fund is performing against its peers. Keep in mind that if you are in a 'balanced' option the asset allocation is usually between 60% and 80% growth assets.

In 2023 only one 'default' product failed the performance test. However, several 'choice' products have not met the regulator's standard in terms of returns. In this case fund members have been issued with a letter declaring their fund has been classified as an underperformer. A notification should be seen as a red flag for members to have a serious look at their fund's performance.

#### Wage theft

In another change to be aware of, the ATO was allocated \$27 million to strengthen its power to track down unpaid super. This has been a chronic problem and I recall that my first job in superannuation was investigating employers who failed to pay the correct amount of super. It amounted to wage theft as at that time some employers considered super as an extra payment which did not have to be paid with a salary.

Workers would receive a notification on their pay slip that super had been paid, but it was not actually paid at that time. Thankfully, that situation has improved and now employers, especially larger employers, pay super on a fortnightly basis along with salary. But some industries have serious issues with the non-payment of super especially in the cases of businesses closing down. As it stands, there is still a significant amount of unpaid super owed to Australian workers.

#### Insurance

Another matter to consider at the beginning of 2024 is your insurance. Superannuation funds generally provide default insurance to eligible members as a genuine benefit. In most cases, eligible members do not have to provide medical information to obtain default insurance as long as they meet the insurer's requirements. Funds often provide death cover (life insurance), TPD (total and permanent disability) insurance and income protection. Members can apply for additional cover or can decline cover completely.

Consider your situation – health status, debt and levels of current cover. Insurance through super aims to help address Australia's under-insurance problem and has assisted thousands of families in times of death, injury or accidents.

If you have any questions about your insurance cover, check with your fund. You will be able to obtain professional help to assist you in having the correct level of cover for your situation in life.

Let's hope that 2024 brings you health, happiness and prosperity!

#### Bernard O'Connor

Former NGS Super Company Secretary



*(Important information: the information in this article is general information only and does not take into account your objectives, financial situation or needs. Before making a financial decision, please assess the appropriateness of the information to your individual circumstances, read the Product Disclosure Statement for any product you may be thinking of acquiring and consider seeking professional advice. Past performance is not a reliable indicator of future performance. Any opinions are those of the author and do not necessarily reflect the view of NGS Super.)*

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Eora Nation

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David Towson  
Eora Nation

#### Assistant Secretary

Lyn Caton  
Dharug Nation

#### Assistant Secretary

Vacant

#### President

Tina Ruello  
Catherine McAuley Westmead  
Dharug Nation

#### Deputy President

Vacant

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St Scholastica's College Glebe  
Eora Nation

#### Vice President Systemic

Position vacant

#### Vice President ECS

Michelle Thompson  
Shore Preparatory School  
Early Learning Centre Northbridge  
Eora Nation

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and St Stanislaus College Bathurst  
Wiradjuri Nation

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Liz Heggart  
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Peter Moore  
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Simon Goss  
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#### Our locations

Sydney: 485-501 Wattle Street, Ultimo NSW 2007 8202 8900

Parramatta: Level 2, 18-20 Ross Street, Parramatta NSW 2150 8202 8900

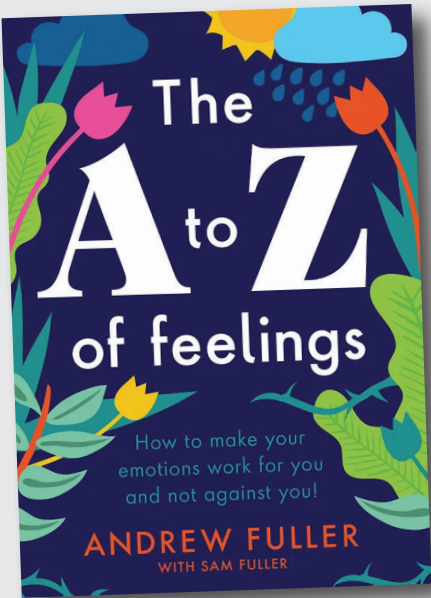
Newcastle: 8-14 Telford Street, Newcastle East NSW 2302 4926 9400

Lismore: Unit 4, Lismore Professional Centre, 103-105 Molesworth Street, Lismore NSW 2480 (temporarily closed due to flood damage, call the IEU on 8202 8900)

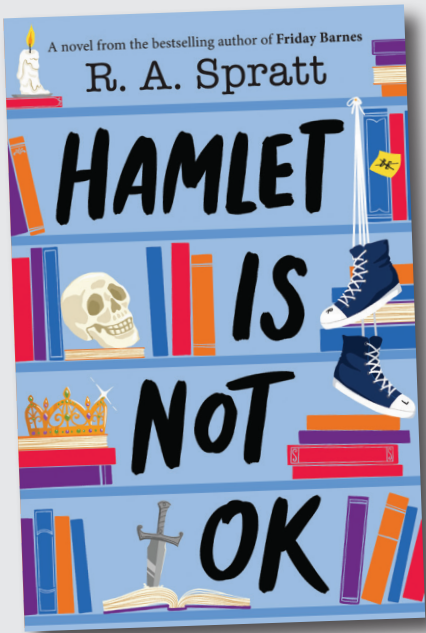
Canberra: Units 11 & 12, 3-5 Phipps Close, Deakin ACT 2600 6120 1500



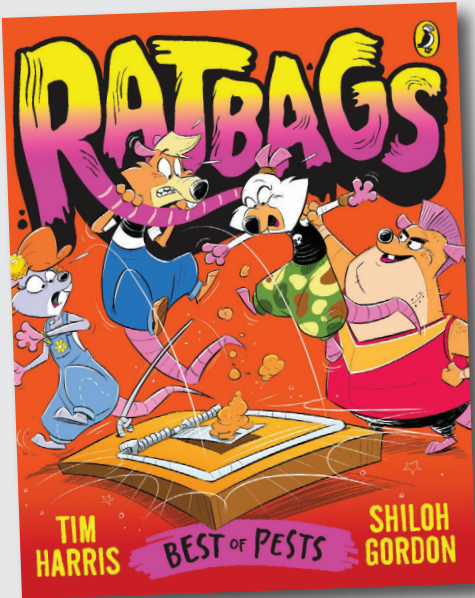
Giveaways



**The A to Z of Feelings**  
Author: Andrew Fuller with Sam Fuller  
Publisher: Bad Apple Press  
In perhaps his most ambitious and comprehensive work yet, Andrew Fuller takes a deep dive into the architecture of our everyday human emotions to understand why we think, act and behave the way we do.  
If you have ever struggled with feelings you just can't make sense of, have trouble controlling or feel helpless against then this is for you!



**Hamlet is Not OK**  
Author R A Spratt  
Publisher: Penguin  
Funny, shocking and brilliant – from bestselling author R A Spratt, a whip-smart take on Shakespearean moral dilemmas.  
Selby hates homework. She would rather watch daytime television – anything to escape the tedium of school, her parents' bookshop and small-town busybodies.  
So Selby didn't plan to read Hamlet. She certainly never planned to meet him.



**Ratbags#3**  
Author: Tim Harris  
Illustrations Shiloh Gordon  
Publisher: Penguin  
Humans have had enough of rats and their ratbag ways. Even Mr Pecky has stopped giving them pizza. But things get taken to a whole new level when robot minks with laser eyes roam the streets, ready to destroy all ratbags, stray cats and jazz musicians! How are the ratbags to survive the humans' latest pest control? By joining forces with their enemy, naturally! With Cracker and the ratbags on the same team, things are about to get really hairy!



To go in the draw, email entries to [giveaways@ieu.asn.au](mailto:giveaways@ieu.asn.au) with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 14 March 2024.

# Helping you take care of tomorrow

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Super

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