

Early Childhood Education & Care



IEU the union for early childhood teachers

6 May 2024

Supported Bargaining Agreement Update

Negotiations for a Supported Bargaining Agreement to cover teachers and educators employed in long day care services run by 64 employers continue. There is agreement between unions, employer representatives and the Australian Government that once the SBA is approved, it will be extended to other long day care centres throughout Australia.

Bargaining progress

The Commonwealth Government has indicated that their funding position will be informed by the outcome of the National Wage Case in June. The ACTU is seeking 5% be applied to modern award rates of pay. The ACTU is also seeking a 9% increase for modern awards that apply to feminised occupations and industries, which includes early childhood education and care, to address chronic and systemic undervaluation of our work. This will provide for the Fair Work Commission to determine how gender imbalance could be addressed through awards. There are also budgetary considerations to be worked through, regarding how to meet the requirement to specify the amount of each funding item for inclusion into the Federal Budget whilst enabling adequate flexibility to allow for the scoping in of additional employees beyond those covered by the initial application of 64 employers. Unfortunately, this means that pay increases may be rolled out more slowly than we were expecting, and it is no longer likely that pay increases to be contained within the SBA will be in place by 1 July this year.

All parties will continue engaging collaboratively with the bargaining process.

It is envisaged that the SBA will include the *Educational Services (Teachers) Award* conditions in addition to:

1. Pay increases (unions are seeking a 25% increase on award rates of pay)
2. Access to professional development, including paid time for attendance
3. A two-hour minimum engagement for part-time teachers.
4. Improved pay progression and support for Provisionally Accredited teachers.
5. Paid time for teachers to mentor early career teachers.
6. Paid time for Aboriginal and Torres Strait Islander employees to facilitate the embedding of Aboriginal perspectives into the educational program as per the requirements of the EYLF
7. Access to long service leave in short periods of at least one day.
8. Confirmation that no employee will suffer a reduction in their rate of pay or conditions where these are superior to those contained in the agreement.
9. A pathway to dispute resolution by the Fair Work Commission for issues arising relating to the SBA or National Employment Standards.

Authorised by David Towson, Acting Secretary, Independent Education Union of Australia NSW/ACT Branch

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10. Recognition of union delegates.
11. Employer provision of ICT (computers, tablets) for work purposes.

Next steps

The next bargaining meeting has been scheduled on 7 June. We will continue to update you on the progress of negotiations. Please email your feedback with any questions or concerns regarding the supported bargaining agreement to ECEC Organiser Lisa James: lisa@ieu.asn.au

Your union membership

Our ECEC Organisers are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues.

Please encourage your non-member colleagues to assist us to join our professional education union to help achieve the best outcome possible for teachers: <https://www.ieu.asn.au/why-join-us/join-us/>



Scan the QR code to join the IEU

