



news month

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IEUA NSW/ACT Branch Secretary Carol Matthews addresses the media about the IEU's pay-rise claim for preschool teachers outside the Fair Work Commission in Sydney on Friday 5 July, surrounded by IEU members and officials.



Preschool teacher and IEU Vice President Early Childhood Services Michelle Thompson talks to the media.

UNITE FOR CHANGE

IEU files revolutionary pay rise claim for preschool teachers

IEU members and officials gathered at the Fair Work Commission in Sydney on Friday 5 July to file an historic bargaining application to lift pay for teachers and educators in more than 100 community-based preschools across NSW.

"A successful outcome would be a game changer," said IEUA NSW/ACT Branch Secretary Carol Matthews to the media. "Community preschools are crying out for teachers – their work has been undervalued for far too long and this must be fixed." The not-for-profit community preschool sector is enduring an acute staffing shortage thanks to inadequate salaries. "The early learning sector has been in a dire situation for an extended length of time, and now we're at breaking point," said preschool teacher and IEU member Michelle Thompson. "With fewer graduates entering early childhood education upon completion of their studies, coupled with low rates of pay

for teachers and educators, immediate change is needed for our sector to survive." IEU member and teacher-director at Cronulla preschool Janene Rox said the huge pay discrepancy between teachers in the early childhood sector and teachers in schools was at the heart of the problem. "It doesn't make sense," Rox said. "Paediatricians are not paid less because they specialise in supporting younger children, so why are we still differentiating between teachers?" Four-year university-trained teachers can work in early childhood education or schools. "But the pay gap between preschool teachers and our primary school colleagues has reached ridiculous levels – experienced teachers in some preschools are copping a \$30,000 pay cut compared to what they can earn doing the same job in a primary school."

Big increases essential
"We need a 25% increase for beginning teachers and more for experienced teachers working in preschools," Matthews said. "Preschool teachers in other states and territories have pay rates comparable to school teachers." Yet currently in NSW:

- Beginning preschool teachers: earn just \$70,045 a year under the applicable modern award, while their colleagues in schools are paid \$85,000 a year.
- Experienced preschool teachers: under the modern award, the top rate for an experienced teacher is \$90,134 per year. In comparison, a teacher with the same level of experience working in a NSW government school is paid \$122,100 a year.

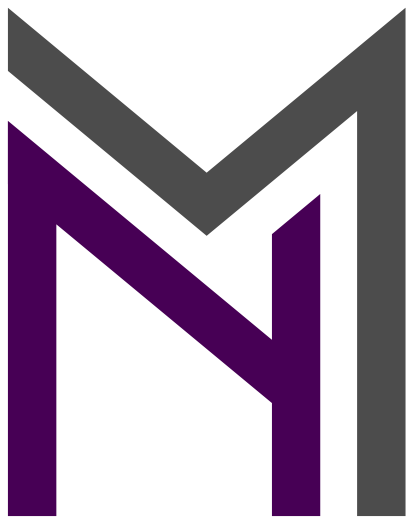
Continued on page 7



Preschool teacher and IEU member Jodie Cox talks to the media.



IEU member and preschool teacher-director Janene Rox talks to the media.



(vol 44 #5) July 2024

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WORKLOADS

Members speak, the union listens



Delegates at the IEU's Council meeting on 15 June collaborate to start developing claims for new agreements in independent schools and Catholic systemic schools.



At the IEU's recent Council meeting, more than 100 member delegates (teachers, support staff and principals) participated in a workshop to start developing claims for new agreements in independent schools and Catholic systemic schools.

The workshop at the IEU Council meeting is just one of the many ways the IEU consults with, listens to and amplifies our members' voices. It is a vital means of transforming members' concerns into concrete actions.

Council is the union's governing and decision-making body, and its quarterly meetings are a way for delegates and union officials to come together to exchange information and ideas.

The workshop at June Council broke into smaller groups representing Catholic systemic primary schools, Catholic systemic secondary schools, and independent schools. Participants considered in detail what changes they'd like to see to their working conditions.

Bargaining meetings are already underway for new multi-enterprise agreements in independent schools (see pages 3 and 5) while the current Catholic systemic agreements expire in October.

Workloads top the list

Discussion about change was lively and insights were invaluable, if all too familiar. "I find my workload overwhelming," said one member from a Catholic systemic primary school. "The administrative tasks alone take up a significant portion of my time, from updating student progress reports to managing all the necessary documentation. On top of that, the time needed for lesson planning and resource preparation, especially to cater to the diverse needs of my students, is enormous."

Delegates reported working incredibly long hours – through weekends and term breaks, before and after school, and often late into the night – without additional remuneration and often without thanks.

Issues emerging across the workshop also included insufficient release time, working conditions for support staff, and meeting time and structures. Delegates said they spend too much time in meetings that lack clear goals or efficient processes, and this takes them away from doing what really needs to be done: teaching and supporting students.

"When staff meetings are always focused on professional learning, it makes my workload very challenging," one delegate said. "If we could just get some time for planning during those hours, it would be so much better because I could use that time effectively for lesson preparation."

Administrative overload

Delegates also noted that additional administrative duties are often time-consuming and lack relevance.

While salaries are always important, delegates expressed strong concerns about not just excessive workloads but the inefficiencies that come with them.

"Why can't teachers just teach?" asked one delegate. "We know what we're doing, yet there is so little trust or respect for our profession and so many other things we're told to do that are not relevant to our work."

Another common theme was frustration with duplicated tasks. Delegates voiced concerns about being required to record the same information in several places, but when they question this, a frequent response is: "You have to do it because it comes from the top."

Many delegates referred to the IEU fact sheets on NCCD evidence collection and NESA compliance as highly useful in demonstrating that such tasks are not required (see box below). They said the fact sheets were a practical way to pinpoint tasks that are excessive or duplicative.

Delegates considered how elements from these fact sheets could be incorporated into their enterprise agreements, including clauses that address workload concerns.

Better conditions are union business

Achieving better working conditions for all our members is crucial union work. The Council workshop contributed practical ways to drive meaningful improvements in our members' working lives, and the IEU will carry members' concerns into bargaining meetings with employers.

The more members the IEU has, the more powerful our collective voice becomes. Our strength lies in our numbers, particularly when negotiating with employers.

We urge all our members to invite a non-member from your school to join. Reach out to your chapter rep or your school's IEU organiser and hold a chapter meeting to talk about the changes you'd like to see. Then share them with us via your rep or organiser.

We are always stronger together.

Resources

NCCD fact sheets

IEU NCCD fact sheet with commentary: bit.ly/4bmczbw
NCCD Department of Education fact sheet: bit.ly/nccd2021

NESA curriculum fact sheets

IEU NESA fact sheet: bit.ly/ieunesacompliance
NESA fact sheet: bit.ly/nesafactsheet2023

Australian Institute of Teaching and Learning ATPDF fact sheet

AITSL ATPDF fact sheet: bit.ly/AITSL-ATPDF fact sheet

Independent schools

AIS seeks to cut conditions and holds out on pay offer



Carol Matthews
Secretary

IEU representatives met with the Association of Independent Schools (AIS) on 17 June 2024 to bargain for new multi-enterprise agreements (MEAs) for teachers and professional and operational staff in nearly 250 independent schools in NSW and the ACT.

On 27 June 2024 we received their written proposals for the new MEAs.

General proposals

- For teachers, the AIS is seeking some key reductions in existing conditions:
- 15 days of personal/carer's leave up front on starting a new job would be cut
 - teachers who have been deemed Band 3 but have not gone through the ISTAA process would not receive a proposed new Accomplished Teacher allowance and would be treated as Band 2 Proficient
 - notice of termination would be increased from four term weeks to seven weeks
 - workload requirements during non-term time would be specified "in the interests of reducing the intensity of work during term time".

- For professional and operational staff, changes would include
- a whole new classification structure based on the provisions in the Modern Award
 - inclusion of sports coaches in the MEA with different hours of work provisions from the existing MEA
 - inclusion of professional HR staff in the MEA
 - a new pay scale for IT staff
 - for boarding staff, a review of sleepover allowances and an option for schools to require staff to vacate their accommodation during the summer holidays.

The AIS has not discussed these proposals with the union and we have not agreed to them.

Teachers

Pay: The AIS has still not made a pay offer, either for the start of the new MEA in February or in subsequent years.

From three models to one: The AIS is proposing a three-year term for the new Teachers MEA that would replace the existing three Teacher MEAs – the Standards, Hybrid and Steps Model MEAs.

The MEA would contain one seven-step teacher pay scale reflecting the pay scale applying in NSW government schools and NSW Catholic schools (eight steps are proposed for the ACT). Teachers would need to transition from the current pay scales.

For teachers currently on the Standards Model MEA,

problems include rates of pay for Experienced Teachers on Band 3 who were deemed rather than having gone through the ISTAA process (as outlined above).

It is also not clear how teachers on Band 2 with less than three years teaching experience on Band 2 would transition to the new scale.

Workloads: The IEU is seeking schools-based standards on workload elements, such as face-to-face teaching hours, release time, numbers of meetings, extras, duties and expected days of attendance on weekends and term time. These would be specific to each school and not be uniform across the sector. The AIS has flatly rejected this claim, notwithstanding the flexibility the union is offering. Our claim for additional timetabled release for early career teachers and their mentors also received short shrift.

Paid parental leave: One glimmer of hope in the AIS response is agreement to the IEU's claim for paid partner leave. The AIS has agreed to 12 weeks' paid parental leave for the partner (usually the father) when a baby is born or adopted, after the primary carer (usually the mother) goes back to work. This is in addition to two weeks at or around the time of birth or adoption. Other elements of our paid parental leave claim are not yet agreed.

Professional and operational staff

Pay: As with the Teachers MEA, there is still no offer on pay rates. The AIS is also proposing a three-year term for the Professional and Operational Staff MEA.

The AIS has agreed to review pay rates in comparison with rates in other school sectors in response to our claim that almost all professional and operational staff MEA pay rates are lower for staff in independent schools than for school staff in other sectors.

Personal/carer's leave: Our claims for improved personal/carer's leave and long service leave have been rejected.

Paid parental leave: This would reflect the proposed improvements for teachers (see above).

Teacher's aides: In response to our claim for a review of the roles of teacher's aides in special schools and the requirements to "act up" when a teacher is absent, the AIS will commence consultation with special schools. However, the AIS has rejected outright our claim for minimum ratios of teachers and aides to students and improved consultation about WHS in special schools.

Next steps

The next bargaining meeting is scheduled for 8 July. The IEU will distribute detailed information to our members early next term. Please talk about these negotiations in your staff room and encourage your colleagues who have not yet joined the union to do so. We want to make sure you get the terms and conditions that are important to you.

Your IEU Organiser is happy to visit your school to discuss the campaign.

Wins for workers in new financial year



David Towson
Deputy Secretary

The new financial year has seen working people gain several benefits that are worth noting.

The minimum wage and all modern award minimum wage rates rose by 3.75% on 1 July 2024. This increase applies to employees who are not covered by enterprise agreements.

The federal government's paid parental leave scheme is calculated on the minimum wage. The scheme also increased by two weeks to 22 weeks on 1 July (and is scheduled to increase by two weeks per year up to 26 weeks from July 2026).

These gains benefit our members who enjoy union-negotiated paid parental leave in their enterprise agreements on top of the government scheme. For those members covered by modern awards, these

improvements will go some way to assist in managing household budgets.

Employer super contributions increased from 11% to 11.5% on 1 July (and are scheduled to increase again to 12% on 1 July next year). From July 2025, subject to legislation passing, 12% superannuation will be paid on the government's paid parental leave scheme. These measures will improve retirement savings for all working people and go some way to reducing the gender gap in retirement savings.

The stage 3 tax cuts also came into effect this month. These tax cuts were legislated by the previous government to favour only high-income earners, but after extensive lobbying by unions and others, the Albanese government modified the legislation to ensure low and middle-income earners would also benefit.

While the average tax cut for all employees will be about \$1900 a year, teachers, staff in early childhood

education and care, and school support staff stand to be some of the main beneficiaries. Early career teachers are set to receive a tax cut of up to \$1700 per year. Experienced classroom teachers at the top of the scale will gain about \$2700.

In the previous edition of Newsmonth we reported on the introduction of industrial manslaughter legislation to the NSW Parliament. I'm pleased to note this legislation has now been passed (see p16) and that NSW has now caught up to every mainland state in having an industrial manslaughter offence. The IEU congratulates Union NSW for pursuing this campaign over many years to its rightful conclusion.

All these outcomes would not have been achieved without the campaigning and advocacy of the union movement. As part of that movement, IEU members can take pride in these reforms.

NSW Christian schools

Two roads to agreement



Negotiating enterprise agreements can be like navigating different roads – some lengthy and winding, others more direct. Nevertheless, our destination remains the same: securing fair pay and improving conditions for all employees. Such is the tale of our bargaining journey with Christian Schools Australia for staff in about 35 NSW Christian schools.

The straight road: General Staff Multi-Enterprise Agreement

- For general staff, the path to a multi-enterprise agreement (MEA) is straightforward. The union has significant strides towards finalising an MEA that promises substantial improvements in both pay and conditions. Some of the most noteworthy aspects of this proposed MEA include:
- a 4% pay increase in pay February 2024, 2025 and 2026
 - a revamped classification structure and substantially higher pay rates for school-based psychologists, closely mirroring those of their counterparts in NSW government schools
 - a boost to personal/carer's leave entitlements from 10 days to 15 days annually
 - a substantial increase to the New Parent Bonus, aligning with federal government's paid parental leave scheme – moving from 22 weeks starting in July 2024 to 26 weeks by July 2026
 - non-primary carers (usually fathers) will no longer have their two weeks of paid parental leave deducted from their personal leave balance.

In addition, recent changes in industrial relations laws have helped pave the way for more improvements in the MEA. We expect to see greater access to flexibility in work arrangements to promote work-life balance, enhanced job security through limitations on fixed-term contracts, and the right to disconnect from work.

Most importantly, the new MEA must include a clause on union delegates' (also known as reps) rights to ensure effective representation in workplace matters, enhancing the union's advocacy on behalf of its members.

The winding road: Teachers Multi-Enterprise Agreement

The road to an MEA for teachers is traversing a more intricate path. While the union has achieved improvements to conditions of employment akin to general staff (see above), the pay offer for teachers has been inadequate.

In 2023, teachers in NSW government schools and Catholic systemic schools gained their biggest pay increase in more than 20 years. This historic pay rise set a precedent, spurring efforts to secure similar increases across non-government school sectors. Catholic independent schools and Christian schools that are represented by the Association of Independent Schools NSW, subsequently followed suit.

For Christian schools represented by CSA, we've secured an offer of an 11% pay increase across all teachers' classifications in 2024. An initial increase of 7% was paid to teachers from February 2024 and an additional 4% will be payable in October 2024.

Starting in July 2026, there will be fewer steps within teacher classifications, enabling teachers to progress to the top of the pay scale more quickly.

However, we were disappointed to see CSA offer a meagre 1.5% for 2025 and 2026, especially since there is no guarantee that teachers in their schools won't lag behind their counterparts in NSW government schools after the change to teacher classification in July 2026. In response, we used the resounding collective voice of IEU members in these schools (92%) to reject the offer.

Because teachers in NSW government schools and other sectors are expected to receive increases of 3% to 4% for upcoming years, we are unable to accept CSA's current offer.

The union has advised CSA that we will agree to temporarily suspend bargaining if our members can enjoy the benefits of our wins from the negotiation so far, such as improvements to paid parental leave.

Fortunately, we have successfully locked in the pay increases for 2024, with members anticipating an additional 4% increment in their take-home pay starting from October 2024.

The road ahead

While the union has achieved substantial gains for our members in schools represented by CSA, the journey towards fair pay and conditions for all our members in these schools, particularly teachers, continues.

We encourage our members to stay the course. Your support and engagement is crucial in maintaining momentum and achieving lasting improvements. Together, with continued solidarity and determination, we can build upon our achievements. This is how union membership makes a difference in our working lives.

IEU SUPPORT STAFF CONFERENCE 2024

MAKING A DIFFERENCE

What we say and do impacts those around us: our students, our colleagues, our school, our community and the world. The IEU's 2024 Support Staff Conference will explore how what we say and do can make an impact – even the smallest actions can be significant. We'll look at how we can overcome the fear of stepping up and quieten that doubtful *"how can anything thing I do make a difference"* mind set, and build the confidence and knowledge to become active and engaged in our workplaces and beyond.



Keynote speaker: Craig Foster

Meet Craig Foster AM, former Socceroos' captain, broadcaster, author, filmmaker and human rights activist. Craig will talk about his personal and professional journey and his initially reluctant path to activism. He'll share with us how he shapes change and makes a difference.



Workshop facilitator: Beth Berghan

Meet Beth Berghan, facilitator, trainer and former teacher. Beth will work with participants on finding their voice for advocacy and representation. Having worked in education, training and business development, Beth brings her in-depth understanding of how to effect change.

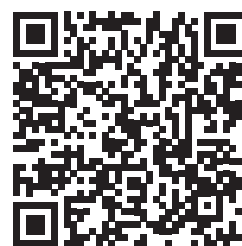
Special panel Hear from support staff members about their roles within the union, as workplace reps, IEU Council delegates and members of the IEU Executive. We'll discuss how our activism impacts the culture within our schools, especially for support staff and other non-teacher members.

Small-group workshops

- Now I've found it, hear my voice!
- Cultural awareness
- Union in action: Being an IEU rep
- The impact of action
- Beyond the workplace: What it means to be union

Cost: Members \$85, non-members \$170

Friday 13 September 2024 9.15am – 4pm
UTS Aerial Centre,
Level 7, 235 Jones Street, Ultimo
(right near Broadway and Central Station)



Don't miss out!
Limited places filling up fast
**Scan the QR code
to book NOW**

For more information, contact your IEU organiser or email carolyn@ieu.asn.au



Authorised by Carol Matthews, Secretary Independent Education Union of Australia NSW/ACT Branch

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Campaign launch: **Now's the time**



Delegates at the IEU Council on 15 June unanimously endorsed the union's claim for independent schools.

Uniting for a whole new deal in independent schools

At the IEU Council meeting on 15 June, more than 100 member delegates unanimously endorsed the union's claim for new multi-enterprise agreements for teachers and professional, administrative and operational staff in independent schools that are represented by the Association of independent schools.

Bargaining meetings are already under way (see p3). The union's claim includes:

Fix pay: Teachers in NSW government schools and Catholic systemic schools achieved unprecedented 8% pay rises in 2023. For many teachers in independent schools, pay rates in enterprise agreements are now lower than those for teachers in government schools. The IEU is calling for the 5% to 7% pay premium to be restored – it reflects and recognises face-to-face teaching hours, extras, playground duties and other co-curricular requirements such as weekend sport, as well as the lack of portability of benefits between schools.

Address workloads: Staff in independent schools are struggling under unsustainable workloads. The union seeks clear, school-based standards around face-to-face

teaching hours, the number of meetings, extra classes and playground duties, as well as requirements for attendance at weekend activities. Employers must implement the newly legislated right to disconnect.

Boost parental leave: Parental leave should be commensurate with other school sectors, and all parents (including fathers) who are the primary carers of their infants should receive a fair deal. Superannuation should be paid on parental leave.

A better deal for support staff: Professional, administrative and operational staff in AIS schools are paid below their colleagues in NSW government and Catholic systemic schools at all points of the pay scale, and they have less leave. It's time to do better.

Guarantee fair processes: The union calls for clear and transparent processes around promotions and flexible work arrangements, and for the right for staff to have the Fair Work Commission determine workplace disputes. Exemptions allowing discrimination on the basis of gender or disability should be scrapped. These rights are commonplace in other workplaces.

Thanks and praise **IEU President's enduring impact**

The IEU's outgoing President, Tina Ruello, who resigned at the union's Council meeting on 15 June, leaves the IEU in a strong position and with the good wishes of the Executive, Council delegates, staff, and the broader membership.

Tina, who teaches English at Catherine McAuley in Westmead, has been an IEU member for 35 years and a member of the union's Executive, which oversees the branch's strategic priorities and finances, for about 10 years.

"I've grown professionally and personally in this time," Tina said. "I've led the Executive for 18 months, and I've witnessed a dynamic shift in levels of debate and discussions, driving passion, and perseverance to see through processes with transparency and clarity. I thank the Executive members for their commitment to their roles and for allowing me to represent and serve them."

As both IEU President and a teacher in a Catholic systemic school, Tina was at the forefront of the historic Hear our Voice campaign in 2022-23 that achieved an 8% to 12% pay rise for teachers and 12% to 19% for support staff.

Tina was also the IEU's representative in the Unions NSW "Essential workers deserve better" campaign in 2023 that saw Labor elected, the Coalition's decade-long 2.5% pay cap abolished and meaningful pay rises subsequently gained by NSW government teachers, paramedics and other public sector staff.

"I'm immensely proud of being involved in both campaigns," Tina said.

"The biggest highlight was addressing Labor ministers at NSW Parliament House, on behalf of the union, explaining what it's like to teach in a teacher shortage, what it's like being a professional receiving unprofessional pay, what it's like being essential but feeling dispensable, paradoxically."

IEUA NSW/ACT Branch Secretary Carol Matthews, who has known and worked with Tina for many years, also highlights Tina's address at NSW Parliament House to politicians and union officials after Labor won government in 2023.

Tina was one of just two union representatives selected to address the gathering. "I heard Tina speak at Parliament House in May 2023 to a room full of Labor politicians, including the Premier, and union officials, about the Essential Workers campaign," Carol said.

"Tina's sincerity and her ability to speak from her own experience about the issues NSW workers faced were outstanding. Some months earlier, at the campaign launch, she had addressed a large gathering of union officials and working people from across the union movement with equal aplomb."

"I personally also really appreciated her warmth and support for me as Deputy Secretary and later Secretary," Carol said.

Tina is relinquishing her demanding union roles to focus on her greatest loves: her family, and teaching.

"I leave to continue teaching full time, a full load, whilst trying to maintain a family life where I am not absent," Tina said.

At an International Women's Day event in 2020, Tina spoke of the enormous value of her profession. "Never underestimate the power you have in your classroom and the impact you have with those minds that are ready and willing and able to see some other side," she said.

The union is enormously grateful to Tina, who in turn thanks the union. "Great thanks and appreciation to IEUA NSW/ACT Branch Secretary Carol Matthews, who provided guidance and support through my tenure – thank you for your confidence in my leadership abilities, for listening, and for your good humour."

Tina also thanked executive assistant Helen O'Regan, "for providing the backbone of the Executive's administration".

The IEU is grateful to Tina for her many years of service and solidarity, and we wish her all the very best for the future.

Monica Crouch Journalist



Outgoing IEU President Tina Ruello addresses Council on 15 June.

IEU Environment Conference 2024

OUT OF THE CLASSROOM INTO NATURE

"No one will protect what they don't care about, and no one will care about what they have never experienced."

Sir David Attenborough

The 2024 IEU Environment Conference is an opportunity for K-6 teachers and early childhood teachers (preschool 4+ years) to engage in a unique professional development experience.

Highlights

- Investigate ways of integrating learning in nature, fieldwork, data collection, games, and Aboriginal histories and cultures.
- Discover a range of outdoor learning activities that support inquiry learning and encourage students to think deeply, critically and creatively while developing environmental stewardship values and a stronger sense of concern and care for the environment.
- Explore the use of technology to create learning experiences that are highly engaging, support cross curriculum priorities and contribute to quality learning outcomes.
- Learn how to provide students with an experiential curriculum that is contemporary, relevant, challenging and physically active through the integration of outdoor learning into their teaching and learning programs.
- This course focuses on enriching and extending the geography, science and English syllabus through high-quality outdoor experiences.

When: Friday 2 August 2024 **Where:** Field of Mars Environmental Education Centre
220 Pittwater Road, Gladesville, NSW **Who:** Early childhood teachers (preschool 4+ years);
ESI and Stage 1, 2 and 3 teachers **Cost:** Members \$100, non-members \$150

The 2024 IEU Environment Conference is an opportunity for years 7-12 science and geography teachers to engage in a unique professional development experience.

Highlights

- Walk through beautiful Wallumedegal Country, experiencing multi-sensory fieldwork and place-based discovery while exploring sandstone eucalypt forests.
- Focus on the many benefits and opportunities of fieldwork to engage students in geographic and scientific learning.
- Learn valuable and accessible techniques, including reliable and valid sampling methodologies, and the use of environmental assessment equipment.
- Develop skills to create effective workflows to encourage deep learning.
- Build confidence in developing suitable fieldwork inquiry questions which allow for successful investigation.
- Take part in a round table discussion on the inclusion of fieldwork in program development and assessment.
- Discover activities to stimulate the senses to develop a deep respect for nature, empathy and more memorable and meaningful connections with our world.

When: Friday 9 August 2024 **Where:** Field of Mars Environmental Education Centre
220 Pittwater Road, Gladesville, NSW **Who:** Secondary science and geography teachers,
Stage 4, 5 and 6 **Cost:** Members \$100, non-members \$150



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TO BOOK NOW**

Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch

IEU Independent
Education
Union of Australia
NSW/ACT Branch

Present tense **Award increases are great, union deals even better**

Pay rates in the industry award, the Educational Services (Post Secondary Education) Award 2020, increased by 3.75% from 1 July, in line with the increase in the annual national wage case.

This year's increases were achieved following extensive lobbying from the union movement (including the IEU) and are a good example of how your commitment to your union pays off.

For teachers, this means the Level 4 annual salary is now \$63,797.96, and the casual daily rate is \$305.55. For Level 7 Teachers, the new rates are \$69,664.91 (annual) and \$333.64 (casual daily), while for Level 12 Teachers, the annual salary is now \$79,256.49, and the casual daily rate is \$379.58.

Meanwhile, for general professional staff, Level 2 employees now earn up to \$54,848.03 per annum, Level 3 earn \$59,730.83 and Level 4 earn \$63,773.75.

Union agreements improve on awards

While the award provides a decent enough floor of salaries and conditions, workers achieve real benefits through negotiating an enterprise agreement. Your union has been very active in deals for better pay and conditions during 2024.

In June, the IEU reached an agreement in principle with UTS College (formerly known as Insearch), with pay rises of 4% in 2024 and 4.5% in 2025. Voting will take place in July, and teachers at the College should receive the new rates (with the first increase backdated to February) by August.

Also in June, agreement was reached with Navitas Skilled Futures (formerly Navitas English) for a one-year agreement from 1 July, with a pay rise of 4.1%, which should bridge the gap while we wait for the federal government to finalise a review into the Adult Migrant English Program (AMEP) and other government programs delivered by NSF.

This agreement also encompasses several administrative increases agreed with the IEU since the last agreement expired in 2021.

The IEU will also soon commence negotiations for new agreements at Western Sydney University The College and University of Wollongong College.

The Fair Work Act includes provisions for "good faith bargaining", under which an employer can be compelled to negotiate when it can be demonstrated that a majority of employees (for group of employees, such as teachers) want that to happen. To find out how this might work at your workplace, contact your union.

Immigration slows

In 2023, there were a record number of arrivals into Australia, about 500,000, as the nation rebounded after the closed borders of the pandemic.

These high numbers, fuelled in large part by the return of international students, put significant pressure on the federal government from some quarters to "do something" about immigration, and the government responded by putting some restrictions in place.

These changes, while perhaps necessary, have had a negative effect on the international student market, even without the student caps that have been mooted if numbers did not decrease.

There are now some early indications that these measures are having the desired effect, with migration numbers generally and international student numbers in particular declining over the first six months of 2024.

It's still early days of course, but hopefully this trend will continue without the need for blunt implements such as student caps.

Kendall Warren Organiser

Continued from page 1

UNITE FOR CHANGE

IEU files revolutionary pay rise claim for preschool teachers

Essential service, staffing crisis

Preschools provide high-quality early childhood education to many children throughout NSW, laying the foundations for success at school and lifelong learning. "But they need help to address the workforce crisis that is threatening early childhood education," Matthews said.

Community-based preschools are run by voluntary parent committees of mums and dads. The IEU is making use of the new supported bargaining stream to assist employees and not-for-profit preschools to bargain together as a group. Supported bargaining also includes the funder in the negotiations – in this case, the NSW government.

The aim is for the union, the NSW government and the preschools, represented by Community Early Learning Australia (CELA), to work together to lift pay and conditions across the sector and solve the workforce crisis.

The early childhood workforce is a highly feminised sector (about 96%) and a win would help narrow the gender pay gap. The sector also helps busy parents juggle caring responsibilities.

Employers on board

The IEU's application to the FWC is supported by Community Early Learning Australia (CELA), which represents the preschools.

"Preschools across NSW can't attract the quality staff they need to deliver early education and care," CELA chief executive officer Michele Carnegie said.

"That's why the most important thing we can do right now is to ensure that early educators and teachers are paid a professional wage. That's why the sector is coming together. That's why we're unifying across community-managed preschools across NSW to make this happen.

"If we want to secure NSW's future prosperity, we need to start with investing in our early educators and teachers."

NSW government support needed

As part of the IEU's Unite for Change campaign, launched in early April, the union and the preschools are initiating a negotiating process with the NSW government to fund pay rises that properly value the work of preschool staff.

"As we all know, early childhood education is a really important part of a child's learning and brain development," Matthews said. "We all recognise that. The NSW government recognises that. The federal government recognises that. But here in NSW, we need to do more about the pay and conditions for preschool teachers and educators."

With more than 100 preschools already participating in this bargaining process, there are long-term implications for lifting pay and working conditions across the entire sector in NSW.

"We can't keep asking parents to put their hands in their pockets to pay for this," Rox said. This is why, through this supported bargaining application, we're asking the NSW government to join us at the negotiating table."

The press conference concluded on a high note. "We've come together collectively and today there is hope," Thompson said.

Monica Crouch Journalist

Lucy Meyer Journalist

Anti-discrimination laws: Time for action



Media release

Tuesday 4 June 2024

Union rejects Catholic Archbishop of Sydney's threat to close schools

The IEU rejects Catholic Archbishop of Sydney Anthony Fisher's alarmist comments about closing Catholic schools in protest over proposed changes to federal anti-discrimination laws.

The Independent Education Union of Australia NSW/ACT Branch represents more than 32,000 teachers and professional, administrative, operational and support staff in non-government schools, including Catholic schools, throughout NSW and the ACT.

Most employers cannot lawfully discriminate due to an employee's sex, sexual orientation, marital status, pregnancy or accessing fertility treatments. Yet faith-based schools still have special exemptions allowing treatment of staff that would be prohibited in the wider community.

"Archbishop Anthony Fisher would like to hold onto these unjust exemptions, and he has threatened to close Catholic schools if employees gain stronger employment protections," said IEUA NSW/ACT Branch Secretary Carol Matthews.

"The Archbishop's stance is at odds with the federal government's longstanding election commitment to protect both students and staff from discrimination," Matthews said.

"Catholic diocesan schools receive more than 80 per cent of their income from government funding. This is completely different to the closure of six Catholic schools in Goulburn in 1962 – at that time, Catholic schools did not receive any government funding.

"No one is trying to stop Catholic schools from being Catholic or teaching the Catholic faith. But once employed, teachers and other school staff should not be at risk of losing their jobs because they divorce, remarry, or use contraception or IVF services."

IEU members have campaigned for years for commonsense employment protections.

"Teachers, school leaders, and school support staff have shared heartbreaking stories with the union of the discrimination they've endured at work due to their sexual orientation, for accessing fertility treatments, for a change to their relationship status or because of pregnancy," Matthews said.

"Such treatment would be unlawful in every other industry. It is unwelcome in today's workplace."

The IEU calls on the Catholic church to participate in real and sensible negotiations about proposed changes to federal anti-discrimination laws. Teachers and support staff in Catholic schools deserve the same employment protections as the rest of the community.

"Schools and communities of faith can still thrive without the need to discriminate," Matthews said.

The IEUA NSW/ACT Branch represents over 32,000 teachers, principals and support staff in Catholic and independent schools, early childhood centres and post-secondary colleges.

Authorised by Carol Matthews, IEUA NSW/ACT Branch Secretary



Media release

June 14, 2024

Calling for changes to anti-discrimination laws

The Independent Education Union of Australia NSW/ACT Branch is calling for proposed changes to both federal and NSW anti-discrimination laws to be implemented in line with reasonable community standards.

At the same time, any changes should ensure the ability of religious schools to continue to build communities of faith central to their ethos and character.

The IEUA NSW/ACT Branch represents more than 32,000 teachers and support, professional and operational staff in non-government educational institutions, including independent schools.

"Schools of faith can continue to thrive without the need to discriminate," said IEUA NSW/ACT Branch Secretary Carol Matthews.

IEU [workforce research in 2021](#) found that 48% of Catholic school staff had either witnessed or been subjected to discrimination in their workplace.

"School employers have nothing to fear from modern community standards," said Matthews.

Most employers cannot lawfully discriminate due to an employee's sex, sexual orientation, marital status, pregnancy or accessing fertility treatments. Yet faith-based schools still have special exemptions allowing treatment of staff that would be prohibited in the wider community.

"Teachers, school leaders, and school support staff have shared [heartbreaking stories](#) with the IEU of the discrimination they've experienced in the workplace," Matthews said.

The story in The Sydney Morning Herald yesterday is the latest shocking example, illustrating the impact that discrimination on the basis of sexuality can have on hard-working teachers, with the western Sydney music teacher's termination reportedly having a terrible effect on her mental health.

"Such treatment is unwelcome in today's workplace and would be unlawful in every other industry."

The federal government must not delay on their clear election commitment to update the laws and should consider all options necessary.

The IEUA NSW/ACT Branch represents over 32,000 teachers, principals and support staff in Catholic and independent schools, early childhood centres and post-secondary colleges.

Authorised by Carol Matthews, IEUA NSW/ACT Branch Secretary

In two recent media statements, the IEU calls on state and federal Labor governments to introduce promised changes to anti-discrimination laws in line with modern community standards.

At the last federal election in 2022, Labor made a commitment to protect teachers from discrimination at work while maintaining the right of religious schools to preference those of their faith in staff selection. They also promised to protect students from discrimination.

The IEU has been consistently vocal in calling on the government to keep this promise. In June alone, NSW/ACT Branch Secretary Carol Matthews spoke to unions across Australia about proposed changes to anti-discrimination laws when she addressed the ACTU Congress (see page 9), and the IEU released two media statements on this pressing issue.

Teachers, support staff and school leaders have shared devastating stories with the union of discrimination in the workplace. On 13 June, the Sydney Morning Herald reported on 'Charlotte', a teacher who was dismissed from a Christian school in Sydney when a parent told the school she was in a same-sex relationship.

It is unlawful for most employers to discriminate on the basis of an employee's sexual orientation, sex, pregnancy, marital status or use of fertility treatments. However, faith-based schools still have special exemptions that enable them to treat staff in ways that would be prohibited elsewhere.

Under the federal Sex Discrimination Act, there are exemptions for religious schools to discriminate in relation to sexual orientation, gender identity, sex, marital or relationship status or pregnancy if they claim they are discriminating in accordance with their religious beliefs.

In March this year, the Australian Law Reform Commission released a report on the changes required to federal laws to protect teachers and students.

Under the NSW Anti-Discrimination Act, which the NSW Labor government referred to the NSW Law Reform Commission for review in 2023, private educational authorities can discriminate on the basis of sex, transgender identity, disability, sexual orientation, and marital or domestic status. The review is still in progress.

The IEU is calling for both state and federal exemptions to be scrapped. As Matthews said in her address to the ACTU Congress, the exemptions "have deeply detrimental impacts on our members' lives".

The federal and state governments must not delay on updating the anti-discrimination laws and should consider all options.

Aboriginal and Torres Strait Islander Forum

Reflection, solidarity, healing



The IEU's Kylie Booth Martinez (left, front row) and Craig Duncan (right, front row) at the Aboriginal and Torres Strait Islander Forum.



The IEU's Michelle Thompson participates in a smoking ceremony at the Forum.



Delegates at the Aboriginal and Torres Strait Islander Forum, including IEU members Craig Duncan (far right, front row), Kylie Booth Martinez (third from right, front row) and Michelle Thompson (fourth from right, front row).

Indigenous unionists from across the country gathered on 3 June for the Aboriginal and Torres Strait Islander Forum, where delegates discussed issues including the cultural threat of artificial intelligence, First Nations leadership, and the psychosocial hazards of racism.

Held on Kurna Country in Adelaide, the conference was a stand-alone part of the 2024 Australian Council of Trade Unions (ACTU) Congress, the decision-making forum for Australian unions (see p9). IEU members Craig Duncan, Kylie Booth Martinez, and Michelle Thompson – who are also members of the union's Aboriginal and Torres Strait Islander Advisory Committee – represented the IEUANSW/ACT Branch at the event.

The day began with a Welcome to Country and a healing ceremony by Cliffy 'Tangku Munaitya' Wilson, a proud Kurna, Narungga, Ngarrindjeri, Ngadjuri and Arrernte man.

The healing ceremony was organised to reassure delegates that it's OK to still feel the pain of last year's defeated 'yes' vote, said ACTU Aboriginal Officer Lara Watson.

The conference was also a way to remind attendees that "the union movement still stands strong with Aboriginal and Torres Strait Islander members and is committed to them and the Uluru Statement from the Heart".

Healing, learning and hope

The healing ceremony was followed by the Torres Strait Islander Acknowledgment of Country/welcome prayer song and a Maori Acknowledgment of Country, or karakia.

For Thompson, who is an early childhood teacher, it was great to see so many Indigenous peoples from Australia and beyond involved.

The packed program included a presentation on AI and intellectual property which left a strong impression on Duncan, Booth Martinez and Thompson.

The talk was delivered by Ash Rose, the Director of Equity at the Media Entertainment and Arts Alliance. Rose spoke of the risk of AI "stripping our cultural properties and using it".

Duncan said AI can "replicate images, skin colour, voices". An

Elder's likeness and language can be used over and over, "even though that elder may have passed away", said Duncan.

Rose introduced many delegates to the term "technological colonisation" – when digital space rather than physical space is colonised, said Booth Martinez. The talk also included a push to lobby for the protection of cultural intellectual property.

Carrying a cultural load

A session on the cultural load Aboriginal and Torres Strait Islander people carry in the workplace was especially memorable for the ATSIAC delegates.

"Cultural load is the thing that probably spoke out to all of us," said Thompson, with all three reflecting on their personal experiences of being expected to take on any workplace duty related to Indigeneity – despite the additional time, emotional labour and lack of further remuneration.

Cultural load is "basically when people leave all Black matters to Black people," said Booth Martinez.

Booth Martinez said increasing cultural competency in workplaces is a great to reduce some of this cultural load, but she emphasised it's just a start. Duncan said it can't just be a box you tick once, it must be an ongoing commitment.

The ACTU forum was an important day for the three delegates from the NSW/ACT branch, and the fact that it was held on Mabo Day made it even more meaningful. T-shirts, bags and posters were emblazoned with the quote from Indigenous land rights campaigner Eddie Mabo: "It's not against the law to be in the union."

For Thompson, the key takeaways from the day were the importance of collective bargaining for cultural causes and the "urgent need for structural and systemic change".

There was also a collective acknowledgement of the need to not walk away when the going gets tough. Afterall, said Thompson, "that's when solidarity means the most".

Lucy Meyer Journalist



Members mark NAIDOC Week

In the first week of July, people across Australia marked national NAIDOC week, a celebration of Aboriginal and Torres Strait Islander communities, culture, and achievements.

NAIDOC week is a time to recognise Australia's Indigenous past and present, and to amplify Aboriginal and Torres Strait Islander voices.

Events and activities for NAIDOC week were held around the country from 7-14 July. This year's theme was Keep the Fire Burning! Blak, Loud and Proud, with organisers calling for the sparks of pride and unity to be lit.

In the lead-up to NAIDOC week, Kylie Booth Martinez, a member of the IEU's Aboriginal and Torres Strait Islander Advisory Committee, spoke to delegates at our Council meeting on 15 June about how their schools would celebrate NAIDOC week this year.

IEUA NSW/ACT Branch outgoing President Tina Ruello, Catherine McAuley Westmead

NAIDOC week is a special time at Catherine McAuley. "At our school we have contact with the Elders of the Dhurug clan and we have a smoking ceremony," Tina said. For NAIDOC week, the fire for the smoking ceremony is lit at the school's Mercy Square, then "the whole school will walk through the smoke and be part of that occasion".

Alex Thompson, Canberra Grammar School

When Alex started teaching at Canberra Grammar, there were no Aboriginal or Torres Strait Islander students, but now there are 30. "This has been transformative for making our school a more inclusive space," Alex said.

Now, NAIDOC week is marked with a smoking ceremony led by local Elders. "We also have dance performances where some of our Indigenous students teach their non-Indigenous peers," Alex said.

Staff can undertake training in the local landscape and bush tucker, and Aboriginal Studies students have the opportunity "to go and visit the junior students and tell them what they're learning about".

Amy Kermode, Mount St Joseph Catholic College, Milperra

"For me personally, NAIDOC week is a really important celebration of our Aboriginal and Torres Strait Islander community," Amy said.

She believes it's important for students to learn what's happening around them. "We've got a really wonderful group of kids at our school who've written a very specific Acknowledgment of Country that takes into account their history, their family and their community. It's a really beautiful celebration of where we sit within Dharug Country."

Julian Stewart, James Sheahan Catholic High School, Orange

"NAIDOC Week is an incredible opportunity for our students to recognise the ongoing contribution that Aboriginal cultures make to our Australian culture and climate," Julian said.

"It's a wonderful chance for them to learn more about their local community", whether that be within the school or beyond it. "It really is a good time for everyone."

Come together
Union solidarity at 2024 ACTU Congress



IEUA Federal Secretary Brad Hayes speaks at the ACTU Congress with IEU member and preschool teacher-director Janene Rox.



Above and below: NSW/ACT Branch Secretary Carol Matthews delivers addresses the ACTU Congress with, from left, ACTU Assistant Secretaries Joseph Mitchell and Liam O'Brien, Secretary Sally McManus and President Michele O'Neil.

IEU member and preschool teacher-director Janene Rox addresses a packed ACTU Congress.

More than 1000 delegates from every union and industry in Australia gathered in Adelaide from 4 June to 6 June for the 2024 Australian Council of Trade Unions (ACTU) Congress, the Australian union movement's decision-making forum.

Billed as a “parliament for working people”, the ACTU Congress, held every three years, is how unions come together to debate and vote on policies that impact Australian working people and their families, build solidarity, and set the agenda and priorities for the next three years.

The themes for the 2024 Congress were the growth of the union movement to win for workers, action on climate change, plus technological advances and its challenges. Because of the pandemic, this year's event was the first in-person Congress since 2018.

Priorities discussed included shorter working hours, five weeks' annual leave, and regulating artificial intelligence due to the challenges it poses to Australian workers. Decisions made at the ACTU Congress can also inform Labor's policies.

The ACTU leadership team of President Michele O'Neil, Secretary Sally McManus, Assistant Secretary Liam O'Brien and Assistant Secretary Joseph Mitchell were re-elected unopposed.

"Australian unions should be proud of the victories we've won for working families over the last couple of years – from achieving historic increases in award and minimum wages, to closing loopholes that big businesses exploit to drive down wages and conditions, to banning engineered stone and saving thousands of lives," the team said in a statement.

"These wins demonstrate the power of collective action, and we will build on these victories to achieve even more in the coming years."

The IEU was represented by delegates including Federal Secretary Brad Hayes, NSW/ACT Branch Secretary Carol Matthews, NSW/ACT Branch Deputy Secretary David Towson, IEU member and early childhood teacher Janene Rox, as well as elected officials and representatives from IEU branches across Australia.

The Congress opened with an Aboriginal and Torres Strait Islander Conference on 4 June, which was attended by members of the IEU's Aboriginal and Torres Strait Islander Advisory Committee (see page 8).

Prime Minister Anthony Albanese addressed the Congress dinner, describing it as “one of the honours of my life”. He thanked union members for their hard work in campaigning for secure jobs, better pay, paid family and domestic violence leave, and stronger rights for casual and gig workers.

Mr Albanese recognised the work of those who “teach our youngest Australians” and reaffirmed his government’s commitment to a pay rise for staff in the long day care sector, many of whom are IEU members.

"Now that the Fair Work Commission has outlined a clear way forward on gender-based wage increases, our government will move quickly to deliver on the commitment we made in last month's budget: an overdue pay rise for workers in early childhood education," Mr Albanese said.

IEU delegates also addressed Congress, with NSW/ACT Branch Secretary Carol Matthews, Federal Secretary Brad Hayes and member Janene Rox all delivering speeches.

Calling for fairer anti-discrimination laws

IEUA NSW/ACT Branch Secretary Carol Matthews called on state and federal Labor governments to introduce proposed changes to anti-discrimination laws in line with modern community standards (see also p7).

“Australian unions should be proud of the victories we’ve won for working families over the last couple of years”

Before the 2022 federal election, Labor committed to protecting teachers from discrimination at work, while maintaining the right of religious schools to preference people of their faith when selecting staff. Labor also promised to protect all students from discrimination on any grounds.

Currently, exemptions apply for religious schools under the federal *Sex Discrimination Act* in relation to sex, sexual orientation, gender identity, marital or relationship status or pregnancy if the schools claim they are discriminating in accordance with the beliefs of that religion.

The NSW *Anti-Discrimination Act* allows private educational authorities to discriminate against people on the basis of their sex, disability, sexual orientation, transgender identity or marital or domestic status.

The IEU is calling for these exemptions to be scrapped. “They have deeply detrimental impacts on our members’ lives,” Matthews said.

“Our members in faith-based schools are committed to their school’s faith, but this does not mean every aspect of their lives accords with every religious rule. Of course, some of our members are gay, some are divorced, use contraception, have sex before marriage, or access fertility treatments.

“Yet some have shared heartbreaking stories with us of the resulting discrimination they’ve experienced in the workplace, while others live in fear of unjust consequences.

"Religious schools can still thrive without the need to discriminate, and employers have nothing to fear from modern community standards," Matthews said.

Using new bargaining rights for better deals

Federal Secretary Brad Hayes addressed the Congress on how new multi-employer bargaining rights affect union members.

The IEU negotiates over 800 separate agreements across Australia every year and is interested in bargaining in a “smarter, more efficient and strategic way”, he said.

Hayes said that while single-site bargaining has led to many wins, it spreads unions thin, leaving too little time for organising.

"A new approach is needed," he said. In the past, it wasn't possible for members to take action for a multi-employer agreement (MEA). "Negotiations dragged on for years, as members were denied the right to strike, and employers could simply reject and delay."

But now, through new industrial relations laws passed over the past two years, negotiations for the first Supported Bargaining Agreement are under way incorporating the IEU, the Australian Education Union and United Workers Union, covering 64 employers in the long day care sector. Once finalised, it will provide 10,000 workers with their first collective agreement.

"And as we speak, our WA and NSW Branches are pursuing new multi-employer deals in the Catholic and Independent school sectors," Hayes said.

"Multi-employer bargaining gives us the power to prioritise growth. We can consolidate resources to sharpen our focus on a smaller number of targeted negotiations."

After raising the importance of new delegates' rights, Hayes introduced "the star of the show", IEU member Janene Rox, whom he thanked for "skipping class to be here".

Lifting pay in early childhood education

Sydney preschool teacher-director and IEU member Janene Rox spoke about the challenges the ECEC sector faces and thanked ACTU Secretary Sally McManus for acknowledging the sector in her address to Congress.

Rox, who works at Cronulla Preschool, said strong agreements were needed in every preschool and early childhood education centre. With the IEU's support, these new agreements were possible, she said.

"As well as the Supported Bargaining Agreement that will be finalised soon for thousands of federally funded early years educators, my union has launched our 'Unite for change' campaign for teachers left behind under the old broken bargaining system," Rox said (see pl).

"We will use the new multi-employer process to win pay parity for teachers working across dozens of community preschools.

Rox called attention to the pay gap between preschool teachers and their colleagues who teach in primary school, with some “copping a \$30,000 pay cut compared to what they can earn doing the same job in a primary school”.

She called for respect and fair pay for all educators, saying that if we don't confront these problems head on, staff shortages in education will only worsen.

Lucy Meyer Journalist
Monica Crouch Journalist

STRENGTH IN NUMBERS

Building a strong IEU chapter



The more members the union has, the greater our bargaining power in negotiations for your pay and conditions. Everyone can play a part in encouraging their colleagues to join the IEU.

Belonging to a union is not only good for each of us personally, it's also good for the collective power of all staff in each workplace as well as across each sector.

Strong membership invariably results in stronger industrial outcomes when the IEU is negotiating the salaries and conditions in your enterprise agreements.

Here are just a few good reasons to join the IEU:

- We negotiate for better salaries and conditions.
- We provide industrial advice and support on employment issues including your working conditions, salaries and classifications, leave entitlements, flexible work arrangements, child protection and your rights and responsibilities in the workplace.
- We advocate for your interests through campaigning, policy submissions, targeted publications, and by being your voice in the mainstream media.
- We offer professional development through regular training sessions, workshops and conferences.
- We provide support for career development through accreditation.
- Other benefits include opportunities for retail, recreation and travel discounts, as well as access to health cover and financial services.

Who can join?

All staff who are employed in a non-government school are invited to join and be represented by the IEU. This includes teachers and support staff, professional, administrative and operational staff, maintenance, outdoor and groundskeeping staff, catering and nursing staff and boarding-house supervisors.

Teachers who work in the early childhood education and care sector are invited to join, as are teachers in the English language intensive courses for overseas students (ELICOS) sector and post-secondary business colleges.

Invite new members

Everyone likes a personal invitation, so a simple, friendly conversation with new staff or non-members is always the best approach.

Not everyone knows what a union does or why it matters to join, so it's important to explain the benefits and mention that many of your colleagues are also union members. It's quite

possible your school's principal is a member of the principals' IEU chapter.

Ask your colleagues if they have any questions and listen to their concerns. Remind them that joining is easy (online or printed form) and confidential. Here are a few simple responses if your colleagues have questions about why they should join:

“No one person on their own is the union – the union is always a collective, and this starts with the chapter at your school.”

- It's industrial representation when you need it.
- It's our way of making sure our voice gets heard in the workplace.
- It's our way of being able to effect change in the workplace.
- You never know when you'll need confidential advice and support.
- The union provides assistance for graduate teachers seeking proficiency.
- The union gives you access to free NESA-accredited professional development.
- We are enjoying huge gains in pay and conditions won by the efforts of current and previous members, and these gains reflect the power of what unions can achieve.
- Union fees are tax deductible.
- First-year-out teachers get three months free (25% discount on their first year of membership).
- As your life circumstances change, you may need assistance in negotiating flexible or alternative work arrangements.
- Join the IEU: ieu.asn.au/why-join-us

Explain the value

Membership fees can be a touchy subject. When times are tough, as they have been over the past couple of years, almost any expense can seem difficult for working people. Here is how union membership is cost effective:

- Membership fees are an investment rather than an expense.
- It is widely known that union-negotiated agreements outperform non-union agreements.
- Union fees are tax deductible, and first-year-out teachers receive three months free (25% discount).
- There is a cost to negotiating awards and agreements – it requires analysts, negotiators, industrial officers and organisers to build support, negotiate with and pressure

employers and finalise agreements. Union membership provides all this for you.

- Defending members using legal help can also be expensive, but a win for an individual member is invariably a win for the entire membership. If you had to engage a lawyer to defend yourself on an individual matter, it would be far more expensive than union fees.

- Members receive access to free, accredited PD that can be expensive elsewhere.
- Members have access to an IEU organiser and industrial specialists who can assist with specific concerns and issues.
- Union members across Australia have access to Union Shopper, which offers discounts on a wide variety of purchases, including whitegoods and electronics, travel, dining and entertainment. Members report saving hundreds of dollars a year through this platform: unionshopper.com.au

Create a union community

No one person on their own is the union at their school or early childhood centre – the union is always a collective, and this starts with the chapter at your school.

Chapters are the union's foundation. They're the group of IEU members in each school, college or early childhood centre (excluding principals, who have their own chapter). Each chapter elects one or more reps, who arrange chapter meetings, keeps members informed of union issues and liaise with your union organiser. They are the first port of call for IEU members in the workplace.

The union encourages regular chapter meetings – these can be brief gatherings you hold at recess, lunchtime or after school. You are always welcome to invite your IEU organiser who is experienced at talking union issues with members.

Reps and members are not expected to be industrial advocates. This is the role of full-time officers of the union and we ask you to feel comfortable in passing over such tasks to them.

Remember that new delegates' rights, now enshrined in law, make crystal clear your right to talk union business at work.

Keep the union visible

Do you have a union noticeboard at your school or early childhood centre? The IEU has a poster with a QR code making it easy for new members to join online.

You can also print this poster as an A4 flyer and give it to new members, and your rep or organiser can also give you printed membership forms.

- Recruitment poster for all members: bit.ly/JoinIEUposter
- Recruitment poster for support staff: bit.ly/ieusupportstaff
- Join the IEU: ieu.asn.au/why-join-us/

We also encourage you to leave our publications (including this one) in your staffroom so new members can see the breadth of the union's advocacy and the diversity of the union community.

Communicate regularly

Regular, ongoing conversations with members are the best way for the union to be visible in your workplace, to attract new members, and to encourage active involvement in the union.

If it's difficult to hold regular chapter meetings to keep members up to date with union issues, consider your union noticeboard, email (using the school or centre's email is covered by new delegates' rights), or even flyers in pigeonholes.

Keep in touch with your organiser

One of the best ways chapters grow and strengthen is through a strong link between the union office and the members at your school or centre.

The IEU has about 30 organisers in five offices throughout NSW and the ACT: Sydney, Parramatta, Newcastle, Lismore and the ACT. Organisers are the link between reps, members and the union office. They attend chapter meetings to listen to your concerns and ideas and to provide union resources and information.

Our organisers cover metropolitan schools and they travel far and wide to talk to members in every corner of NSW and the ACT.

Maintaining strong connections with the union office will ensure you keep up to date with what's happening in your sector and will enable you to keep members informed of union activities and services.

If you're ever in doubt, call or email your organiser, or call the IEU on 02 8202 8909 and ask for the Duty Officer.

Monica Crouch Journalist

SPOTLIGHT on reps

We talk to several IEU reps about how they build a strong IEU chapter in their school. Strong chapters make for a strong union and therefore greater bargaining power when we negotiate for your pay and conditions.



Ngahine Munokoa

St John Paul College, Coffs Harbour

For experienced IEU rep Ngahine Munokoa, talking and listening are at the heart of developing strong union membership.

Ngahine has been the rep at St John Paul College in Coffs Harbour for three years, and it's also her alma mater. She has taught English at the school for 10 years and Japanese for the past five.

The previous rep, Mark Adams, who encouraged Ngahine to take on the IEU rep's role, taught her Ancient History when she was a student at the school.

"Mark had mentioned multiple times that I had the type of grit to take over from him when he retired and he asked me if I were to be nominated at the meeting, would I consider it? And I said yes, I would," Ngahine said.

Whenever she's thinking about building her chapter, Ngahine keeps in mind that there's strength in numbers and that we're stronger together. "I have those union mottos in my mind all the time," she said.

"I always approach a new staff member on the day they start or at least within the first week," Ngahine said, on her way of inviting new members to join.

"I have an information sheet that lists the things the union has achieved in our sector, and I give them that and a membership form. I go on to tell them the majority of staff are already members so they don't feel like I'm trying to recruit them into a worthless club.

Ngahine likens union membership to security. "I always start by asking 'do you have comprehensive insurance for your motor vehicle'? Then I say, 'Why don't you have it for your job?'"

"Some don't understand what a union is, so it's just an explanation of who we are and what we do. I give them hypotheticals that are relevant to their job. If they work in the office I say, 'what if such and such happened' and the same if they are a teacher.

Ngahine tells new staff that if you're a member of your union, there's support available should problems arise. "You just go to your rep," she said.

Ngahine also approaches long-standing members of staff who have previously said 'no' to union membership.

"Sometimes with hindsight, they change their mind," she said. "They might have witnessed unreasonable or unjust things happening in the workplace and realise it's important to have formal support."

Ngahine runs regular chapter meetings at her busy school and notes that union numbers tend to go up if there's been a controversial event. "That's the best time to have a meeting, when people are fired up about something," she said.

One of Ngahine's top tips for a rep is to always listen to the members. "When you're the face of the union in your school, it's important to support your colleagues," she said.

"Whether they're speaking to you about a union issue or just need to vent, they mustn't feel dismissed over things that are important to them. If you don't value your members, they won't see value in the union."

Ngahine says it's important for all IEU reps to participate in union knowledge, so they're confident and knowledgeable.

She also recommends keeping in touch with the union office through talking to your organiser. "Having regular communication with your organiser and running things by them first can also help you deal with situations without ruffling feathers," she said.



Mohamad Elali

Al Sadiq College, Yagoona and Greenacre

Mohamad Elali says he was a bit unsure about the role of union rep before his colleagues nominated him for the job. A mathematics teacher, Mohamad is now in his third term as a union rep at Al Sadiq College, which has campuses in Yagoona and Greenacre. He is learning how important it is for schools to have a union rep.

"There needs to be a 'go-to' person if teachers have issues," Mohamad said. "Sometimes we just have a talk and that can be enough to resolve the issue." But he also knows if the issue cannot be resolved easily, there is union support available.

Mohamad likes the challenges of being a union rep and talking to other union members about their issues. "I enjoy helping build bonds between teachers and getting educated about power dynamics," he said.

Being a rep enables Mohamad to see issues through a union lens, he said. He sees mediation as an important part of his role.

"No employer wakes up in the morning thinking 'I'm going to give my employees a raise'. In the middle I can mediate and balance the rights between employers and employees," he said.

"Approaching the bargaining there are a lot of questions and I'll be able to relay to support staff and teachers why it's important to join the union."



Megan Hilder

Our Lady of the Rosary Primary School, St Marys

Megan Hilder wanted to be a union rep because she was inspired by her predecessor. "She was such a strong, independent woman," said Hilder. "And I wanted to replicate that and keep that going."

A Year 5 teacher, Megan wants to challenge misconceptions about unions. Before joining the IEU, Megan thought anyone could call on the union for assistance, whether they were a member or not, a view she says is common.

All staff enjoy the pay rises the union fights for and this can contribute to this misconception, Megan said. So she wants to make sure everyone at her school understands that they need to join the IEU to be protected.

Being a part of the IEU makes her feel supported. "I know I'll be OK because if I need anything the union will be there," she said. As a rep, Megan wants others to feel that same level of security.

While she's grateful to work in a supportive environment, Megan knows not every school is the same. She wants to empower her members so that no matter where they work, they'll have the union watching out for them.

Megan is full of enthusiasm for her role and determined to help recruit more members by talking to them about how much the union offers, including enterprise agreements for Catholic systemic schools, she said.

It's critical to explain that "we only have these things because of our union", Megan said. "Imagine how much more we could have!"



Philip Pain

St George Christian School, Hurstville and Sans Souci

Philip Pain became a union rep for the same reason he became a teacher: to help people.

The new rep for St George Christian School in Southern Sydney wants to make a difference by looking out for his colleagues and ensuring they're supported.

An economics and business teacher, Philip understands the importance of a "strong representative voice" in a school. He is determined to help represent the views of teachers to his employer and to the broader Christian schools sector. He also wants to ensure that teachers' pay and conditions are fair and that their expertise is recognised.

Philip is keen to recruit more members to his small chapter. "I think one of the key things is, within my sector, is to help members and potential members to understand the way the benefits that are coming to them in terms of salary and condition improvements, have come from the hard work of the IEU."

It's important to recognise the value of that work and to help create the capacity for it to continue, said Pain.

While Pain is new to the role of rep, he's been a member of the IEU since he was a student teacher on placement. "And one of the key reasons at that point was about the protection that it provides for you as an individual in the classroom in terms of having someone that can advocate for you."

As a new advocate for others, being a rep gives Pain a sense of satisfaction. "It's great to be able to know that you've done everything you can to help."

Lucy Meyer Journalist
Sue Osborne Journalist

Reps' training days Upcoming dates

The IEU runs regular training sessions for reps. Join us for an enjoyable and informative day when reps from various schools come together to learn about their rights and responsibilities at work and develop strategies for strengthening their chapter.

Under new legislation, reps have the right to reasonable time for paid union training during normal working hours. The IEU can help you navigate this with your school.

Thursday 25 July	Hunter Valley/Newcastle, Noah's on the Beach, Newcastle
Thursday 8 August	South Coast/Camden, Camden Valley Inn, Camden
Friday 9 August	Cumberland, Penrith, Blue Mountains Nepean Rowing Club, Penrith
Tuesday 20 August	Central West, Bathurst, Orange Orange Ex-Services' Club, Orange
Friday 23 August	Riverina region Wagga Wagga Mercure Hotel
Friday 20 September	Central Coast, Northern Suburbs, Northern Beaches Gosford Golf Club, Gosford

To register: ieu.asn.au/events/

Unite for Change On the road

The IEU took to the road in May, travelling here, there and everywhere to talk to community preschool teachers and directors about the IEU's pay rise campaign (see p1).

The Unite for Change campaign calls for a substantial pay rise for teachers and educators in community-based preschools in NSW.

Community-based, not-for-profit preschools are run by voluntary parent committees of mums and dads. In most other states, these preschools receive significant state government support for wages, but in NSW they are missing out.

But in NSW, many are struggling to attract teachers, who are opting to work in schools or publicly funded preschools that offer higher pay.

The Unite for Change campaign is utilising industrial relations reforms passed by the federal Labor government in 2022 that introduced the supported bargaining stream, which allows individual preschools to bargain together as a group.

During the road trip, IEU organiser Kate Damo visited the Central Coast, Upper Hunter and Newcastle areas to talk to teachers and directors heard about the campaign.

While the IEU visited many preschools, some teachers and directors attended group meetings. One was the Hunter Directors' Group, organised by Wallsend Preschool director Kylie Gribble, and the other was the Maitland and Districts Preschool Group, organised by East Maitland Preschools business manager Jodie Cox.

The union thanks those directors for inviting us to attend their meetings, enabling us to talk to so many people in one session.

Along the way, Damo presented two loyal and hard-working preschool directors with their gifts in honour 40 years of IEU membership. The union congratulates and thanks Sue Collinson of Macquarie Hills Preschool (see page 14) and Michele Ireland of Medowie Community Preschool.

The IEU is keen to join teacher or director meetings happening in your area. Call us on 8202 8900 and ask to talk to an early childhood organiser or the duty office; or email eccec@ieu.asn.au

Sue Osborne Journalist



Sue Collinson with her 40-year IEU membership gift.



Meeting a member at Merriwa Preschool



Preschool service leaders come together in Maitland



Preschool teacher Michele Ireland of Medowie Preschool with her 40-year member certificate



Visiting Scone and District Preschool

Long day care 'Clear way forward': PM

There is progress in the pursuit of a multi-employer agreements to address pay and conditions for teachers and educators in the long day care sector.

The long day care proceedings continue with negotiations ongoing at the Fair Work Commission.

The federal government is considering the claim lodged by the IEU, Australian Education Union and United Workers Union for a fully funded 25% pay rise and improved conditions for teachers and educators.

The government has committed to funding a wage increase pending outcomes from Fair Work Commission processes, where negotiations involve unions and the federal government.

The government has advised it will take the outcome of the Annual Wage Review into consideration before advising unions of the specific funding amount. The wage review delivered a 3.75% increase to early childhood teachers and educators from 1 July this year.

During his address to the ACTU Congress (see page 4) in early June, Prime Minister Anthony Albanese recognised the work of staff in the sector, those who "teach our youngest Australians". He reaffirmed his government's commitment to a pay rise for staff in the long day care sector, many of whom are IEU members.

"Now that the Fair Work Commission has outlined a clear way forward on gender-based wage increases, our government will move quickly to deliver on the commitment we made in last month's budget: an overdue pay rise for workers in early childhood education," Mr Albanese said.

In handing down the federal budget in May, Treasurer Jim Chalmers noted the government had made "responsible provision" for these increases.

We will keep members informed through NewsExtras in your inbox, and on our website: ieu.asn.au/early-childhood-education-care/

Work performance allegations What to expect and what you can do

Being confronted with a work performance allegation can be upsetting and stressful but the union is here to advise and support you.

If you are facing a work performance allegation, our first and foremost piece of advice is: contact your union as soon as you can. For extra support, you may want to access your workplace's employee assistance program (EAP) if there is one on offer.

When there is a sound policy in place and the employer applies best practice to work performance allegations, the following process should occur.

The employer should advise the employee of the allegations against them in writing.

The employer requests that the employee attend a meeting during which they are expected to respond to the allegations. The

employer advises the employee they can have a support person present at the meeting.

If your employer offers you the opportunity to have a support person present, we strongly recommend you bring one with you. Depending upon the nature of the allegation, your IEU organiser may be able to attend. Call or email to discuss their availability and schedule a mutually agreed time. Advise your employer that the IEU will attend as your union representative.

The employee may choose to respond in writing before or after the meeting. We usually advise you to do this and we can help you with it.

Ensure you're prepared for the meeting by compiling your notes, writing a timeline of events and collecting any relevant documents (policies, email correspondence etc).

You will need to keep the nature of the allegations confidential and refrain from talking to your colleagues about the relevant incident(s).

The employer will investigate the allegations. This investigation should include following up on the employee's responses at the meeting and in any written response provided. For example, if an employee states that person X was a witness to what occurred, the employer should interview person X about the incident.

After the investigation has concluded, the employer will advise you of whether the allegations were substantiated, partially substantiated or not substantiated.

The employee may wish to respond to the employer's conclusion regarding allegations that are substantiated in a further meeting and/or in writing.

After fully considering all matters, if the allegations are still found to be substantiated or partially substantiated, the employer will decide on further actions to be taken. Such actions may include placing the employee on a performance improvement plan and/or issuing a written warning; or, if the allegations are significant, a termination of employment.

The employer should clearly set out the outcome of the investigation process and the reasons for any actions they intend to take.

Remember, the union is here to help and support you. If you are facing this process, call or email your organiser, or call us on 02 8202 8900 and ask for the Duty Officer.

Lisa James Organiser

Professional supervision

The value and challenges of nurturing leadership

Lyn Caton

Assistant Secretary



In the ever-evolving landscape of education, principals and educational leaders face unprecedented challenges. From the complexities introduced by the COVID-19 pandemic to teacher shortages and stakeholder demands, the pressures on the leaders in our schools are immense.

In such demanding times, professional supervision is a valuable resource, offering a space for reflection, growth and support. However, despite its potential benefits, misconceptions and barriers often obscure its value. The essence of supervision, its benefits, and how principals can navigate the landscape to access quality supervision is critical.

IEU principal members have reported that while employers once provided mentoring and support for principals internally, it has now been outsourced to independent providers. "The move away from engaging school consultants in favour of the School Performance Leaders initiative has diminished the integral system-level support for principals," said one IEU member who is a principal of a school in regional NSW.

"The expectations of the School Improvement initiative have a top-down focus on performance, insinuating a deficiency."

Professional supervision should not be merely a bureaucratic exercise or a form of hierarchical oversight. Instead, it should be a collaborative and reflective process that allows educational leaders to explore the complexities of their roles in a supportive environment. This is particularly important for aspiring and newly appointed principal members.

In 2015, The Australian Institute of Teaching and Learning (AITSL) released a report titled *Preparing future leaders: Effective preparation for aspiring school principals*. Though dated, the report contains several relevant recommendations for principals, systems and sectors for improving approaches to principal support and development in Australia. The most important of these recommendations are matching learning to an individual's capabilities, career stage and context, as well as giving a principal

autonomy in forming their own professional growth.

Professional supervision is distinct from performance management or counselling – it's not about scrutinising performance metrics or addressing deficiencies, but rather about nurturing personal and professional growth. Supervision offers a confidential space for principals to delve into the intricacies of their roles, fostering self-awareness and resilience.

It also offers various benefits, including a structured framework for reflection, allowing leaders to gain insights into their practices, decisions and interactions. Providing opportunities for principals to choose their supervisors can help them navigate complex issues, challenge assumptions, and cultivate innovative approaches to problem-solving.

Moreover, as described in the Australian Catholic University's annual Australian Principal Occupational Health, Safety and Wellbeing Survey, supervision serves as a source of emotional support and validation. In a profession marked by high levels of stress and burnout, having a trusted confidant to share concerns and celebrate successes with can be invaluable. Supervision promotes holistic wellbeing, nurturing the soulful dimension of leadership amid the demands of the role.

Despite its potential benefits, accessing quality supervision can be challenging for principals. Principal members regularly advise the union that issues around isolation and access to suitable professional and institutional support further impedes their ability to engage in supervision.

Professional supervision represents a powerful tool for supporting the growth and wellbeing of principals and educational leaders. By fostering reflective practice, emotional resilience and innovative thinking, supervision enables leaders to navigate the complexities of their roles with confidence and clarity.

As schools adapt to changing circumstances and emerging challenges, employers must invest in quality supervision for principals as an imperative. By prioritising professional development and self-care, principals can continue to cultivate a culture of excellence and empower their school communities to thrive in the face of adversity.



Meeting of the minds

As the IEU approaches its 70th anniversary in September this year, elected officials current and former gathered in the IEU's Sydney headquarters on 26 June to consider their legacy and collaborate on compiling the IEUA NSW/ACT Branch's history.

Clockwise from left: Michael Raper, General Secretary 1971-77; Carol Matthews, current IEUA NSW/ACT Branch Secretary; Patrick Lee, Deputy Secretary 1989-2003 and IEUA President 1990-92; David Towson, current IEUA NSW/ACT Branch Deputy Secretary; Mark Northam, Secretary 2019-2023; and John Nicholson, General Secretary 1971-77; Absentees include Dick Shearman, Secretary, 1989-2012 and the late John Quessy, Secretary 2012-19.

Don't miss our latest issue of *IE* magazine, on the table above, featuring Teach Us Consent campaigner Chanel Contos.



Catholic systemic staff: How full is your bucket?

Liz Heggart

Vice President Systemic



As a parent and teacher, my social media feeds are filled with suggestions of how to fill my kids' buckets and how important it is to fill my own bucket. I feel myself falling drastically short of this goal.

The term "bucket" is now often used to describe a metaphorical pool of energy, joy, happiness and time. When it comes to filling mine, I feel constantly challenged about how to do this meaningfully and sustainably.

The end of term brings emails signing off with wishes for a restful break and items in the staff weekly that hope for time to rejuvenate. I am guilty of these platitudes and I'm keenly

aware they come with good intentions but also know how difficult it is to achieve a restful break. Term 2 alone has seen our staffrooms severely depleted due to staff illnesses, and caring for our sick children and loved ones.

Right now, my bucket seems like its leaking out of control with nothing to stem the flow. How can we possibly 'fill our buckets' when it seems impossible to finish anything?

I have personally had 'registers' on my to-do-list for at least 12 weeks, and whenever I think I have a moment to get them done, something else becomes more important. Entries need to be written for that incident at lunchtime, assessments need writing, parents need to be phoned, emails need to be read, seating plans need rearranging, learning support registers need attention and of course

an extra or two is thrown in for good measure.

If this list isn't enough (and it's certainly not exhaustive) we are then asked to volunteer for lunchtime clubs, help organise fundraising events, assist with out-of-hours sporting events, run holiday revision sessions for Year 12, join committees to organise special school events, and so on, and so on.

Our goodwill hasn't just gone – it's evaporated to the point our buckets are dryer than Penrith in the middle of summer. And it's getting harder and harder to get it back.

The Unions NSW report into unpaid overtime released this month paints a grim picture. It states: "Average unpaid overtime outside this industry (Education) was 7.07 hours per week, while hours within these industries were an average of 12.24 per week."

The report goes on: "Issues of overwork and unpaid hours stemmed from a lack of resourcing and understaffing, additional workplace requirements (especially in reporting, marking and administrative work) and the emotional burden of student and parent wellbeing."

Our school leaders and systems must recognise it is their inaction that has caused our goodwill to evaporate.

With the expiration of our enterprise agreements in October, all in our sector will be watching the upcoming negotiations closely.

Catholic systemic employers should consider themselves on notice. Will they 'hold a hose' and fill their employees' buckets with reasonable workloads? Members must stand together and insist they do.

2024 IEU Environment Grants

IEU members are invited to apply on behalf of their schools, colleges or early childhood centres for one of six grants of \$3000 each, sponsored by Teachers Mutual Bank (TMB) and the union, to help with environmental projects.

TMB and IEU have a proud history of funding education projects that bring sustainability initiatives to life.

Typical projects include habitat conservation; biodiversity and tree-planting; outdoor learning areas; vegetable gardens; water and energy saving; waste, recycling and composting; and Aboriginal and Torres Strait Islander environmental projects.

Eligibility criteria include the viability of the project, a link to a broader environmental education strategy, and effective project management.

Applications open: Monday 22 July 2024

Applications close: Friday 11 October 2024

Winners will be announced in October 2024, with a formal presentation at the AGM.

Successful applicants are required to provide photos, videos and a project update in September 2025 so we can see the progress and benefits of the project so we can report on it at the 2025 AGM.



Independent
Education
Union of Australia
NSW/ACT Branch



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TO APPLY NOW**

40-year member Sue Collinson



Sue Collinson with her 40-year IEU membership gift.

Sue Collinson celebrates not just 40 years of IEU membership but also 40 years of teaching at Macquarie Hills Preschool in Cardiff, two hours' drive north of Sydney.

Sue Collinson is both a proud 40-year IEU member and a strong supporter of the IEU's Unite for Change campaign, fighting for government-funded pay increases for staff in community preschools (see p1).

She says that over the years, her career has brought her laughter and tears and sleepless nights. "But I wouldn't trade it for anything – it's been amazing," she said.

Sue undertook her university practicum at Macquarie Hills Preschool in 1982 then went to work at another centre. When that centre experienced financial struggles, she got a call from Macquarie Hills asking her to "please apply for a job".

She did, and the rest is history. Sue started at Macquarie Hills as a teacher and can't remember the date she became a director, but it was many years ago. While Macquarie Hills Preschool was initially church-run, it is now run by a parent committee.

Sue and another teacher were instrumental in the fundraising and design of a new facility at the preschool. "I always talk about this place being built on lamingtons," she said. "We just kept raising money. We bought a block of land. The other teacher and I drew what we wanted, and that's what they built for us."

Children Collinson taught are now parents themselves and they bring their own children to the preschool. To celebrate her 40th anniversary, pictures of the mums and dads when they were preschoolers adorned the walls.

"Everyone's having quite a laugh about that," Sue said. "As I live in the local community, I've seen children grow up alongside my own kids. I can't go to Woolies at Cardiff without running into someone and talking about their kids."

The preschool's philosophy is inspired by a former student. "We were talking about what our mothers and fathers would want us to be when we grew up and this little girl said, 'my mummy wants me to be brave and be kind'."

"To this day, we still have those words in our philosophy, coming from the heart of the children and the families, but we also try and look at the real world for children and the transition to school."

The preschool is not close to amenities, apart from an aged care facility that they've worked hard to develop a relationship with.

During COVID, the children made a giant hand to wave at elderly residents and they also sent meals. The facility nominated them for an Outstanding Community Initiative award.

"This job has brought me joy," Sue said. "Just working with these kids, their honesty, their integrity, their strengths and their innocence. I'm absolutely privileged to have worked with so many children."

The main change during her career has been the increase in documentation, Sue says. Some of this she admits is necessary, but wishes the burden could be lighter.

Retirement isn't in Sue's plans. She's hoping to get her grandchildren attending the preschool so she can enjoy the best of both worlds.

Sue Osborne Journalist



David Terry is a teacher at St Joseph's Catholic College East Gosford where he's also the union rep and a delegate to IEU Council, representing the Central Coast sub branch.

David's been a teacher for 54 years, and a member of the IEU ever since he came to Australia from New Zealand just over 40 years ago.

"I love the students, I love seeing them learn," David said. "And I love the challenges. I love trying to be innovative in the way kids learn."

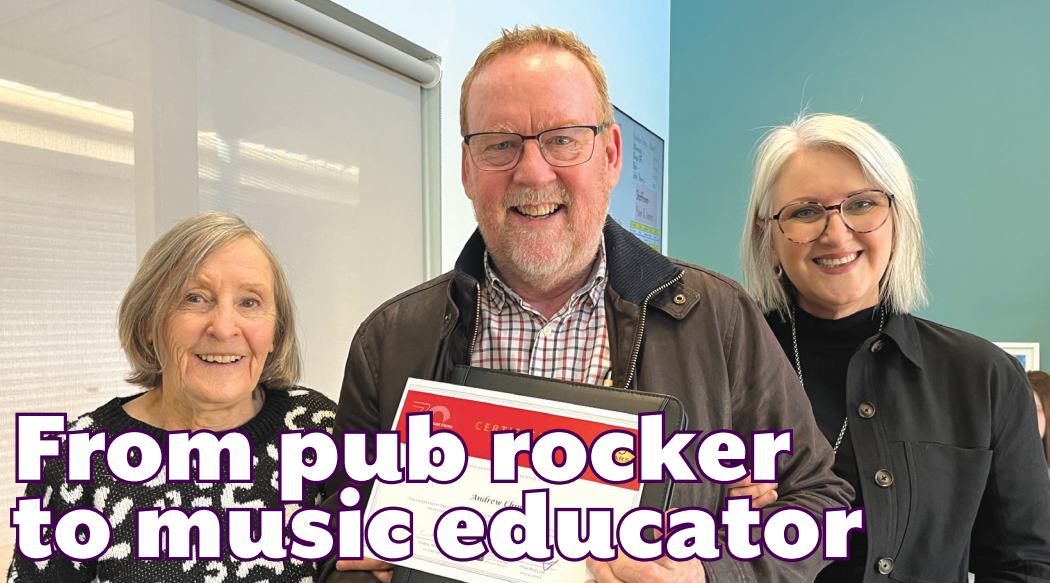
David became the rep at his school not just because his colleagues voted for him, but because he believes in advocating for people's rights in the workplace.

If he could change one thing this year, it would be workloads. "Teachers are always coming to me and saying that pay is one thing, but they really struggle with the workloads," he said.

"Teachers are doing it tough in terms of demands, in terms of their scrutiny by a whole lot of different bodies, in terms of ticking boxes and jumping through hoops."

"Teachers love the students, but it's all the bureaucracy that's really driving us up the wall and exhausting us."

The IEU honoured David's 40 years of membership at its Council meeting in Sydney on 15 June.



From pub rocker to music educator

Meet member, musician and educator Andrew Chinn, who celebrates 40 years of IEU membership this year.

Few people are lucky enough to have a life-changing mentor, but Andrew Chinn got the winning ticket when he met Bobby Cameron. "He's loomed large over my career and my life," said Chinn, the teacher-turned musician and educator.

Chinn met Cameron when he was a 17-year-old primary student teacher. When Chinn began working full-time as a primary school teacher, Cameron told him to do two things: join the union and sign up for non-compulsory superannuation. Chinn listened, and is glad he did, with this year marking four decades of IEU membership.

As he looks back on his career, Cameron is still the best teacher Chinn has come across, "the most gifted naturally, the most inspirational, the funniest".

While Chinn was, by his own admission, a little bit conservative and constrained when he started out, Cameron lived life to the fullest and had a personality that was a little "out there", a little wild. "He opened up ideas and ways of teaching to me that, had I not met him, I wouldn't have found possible," said Chinn. Cameron taught him that the two best ways to bond with a class are storytelling and song.

From pub rock to classroom performer
Music already meant a lot to Chinn. In the mid 80s to the early 90s, "I was in a rock band that played the pubs of Sydney and back then I was the drummer," he remembers. Chinn and his band the Foxhunters appeared on MTV and the ABC's late-night music program, Rage.

While not many pub rockers transition to playing music for kindergarten kids (with the notable exception of The Wiggles), Chinn found he had many transferable skills. "Every teacher is a performer," he said.

It's hard to know whether five-year-olds or pub patrons make for a rowdier crowd, but Chinn loved his new audience. "When you teach kindergarten, music sort of becomes essential, because you need all these tools to keep going during the day to keep things lively and vibrant. And the guitar was my constant companion."

New life after enormous loss
After working in a variety of teaching and leadership roles, everything suddenly changed

when he lost his beloved daughter Belinda to cancer. "Belinda was a great singer and she and I played at church for many years." Chinn took stock of his life and realised it was time to try something new.

At the end of 2002 into the start of 2003, Chinn and his wife started a new business, Butterfly Music, to create, record and perform religious music. Now, more than 20 years later, Chinn facilitates workshops for students and performs his Christian music in Catholic schools around Australia, and travels to New Zealand, the US and Canada.

The track Chinn calls his "signature song", His Hands, took off on TikTok when his former students performed it on the app, he said. "My youngest daughter was the one who spotted it and said: 'Dad you're going viral on TikTok'. It was a lovely affirming thing that I was part of some good memories of kids growing up."

Working together as one
While his career has changed, his IEU membership has remained the one constant, said Chinn, who remembers going on strike in the mid 90s when he was an assistant principal.

A staff member was worried that striking would affect the kids and he told them: "That's why we go on strike, because we care about the kids. We care about them having teachers who are well rewarded, who have good working conditions, who can then deliver better education for them."

Chinn still believes strongly in unionism. Working in classrooms throughout his career, he's seen class sizes reduce thanks to IEU action, which is a "pretty major achievement", he said.

Chinn is grateful that his mentor convinced him to join 40 years ago. Cameron told him being part of the union was about protection, back up, support, and better working conditions. But it was when his colleague pointed to the elements of unionism that align with Catholic values, that Chinn really took notice.

"There's that whole sense of working together as one, you know, one unified group for the good of all. That was what got me."

Lucy Meyer Journalist

Call for submissions Inquiry into arts and music education

Submissions are closing soon for the NSW Government's Joint Select Committee on Arts and Music Education and Training in NSW.

Established on 15 May, the committee's focus is arts and music education and training in New South Wales. The inquiry will consider training organisations, arts organisations, music education in general, regional conservatoriums, and more.

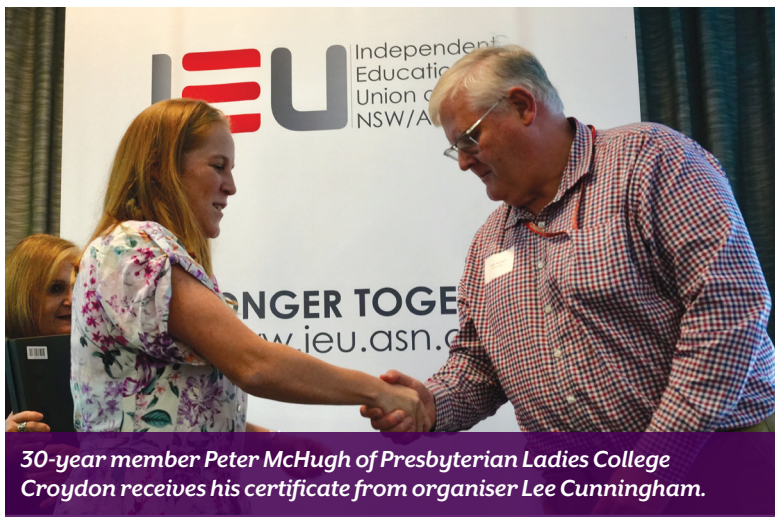
Organisations and individuals are invited to lodge a submission by 25 July and the committee will report its findings by November.

The IEU will lodge a submission on behalf of members in arts and music education, but members can also do so as an individual, with submissions open to the public. You can lodge a submission by:

- filling out the online questionnaire: bit.ly/4bkEXQh

- uploading it to the committee's website: bit.ly/3L60QZ4
- emailing it to ArtsandMusic@parliament.nsw.gov.au
- writing to The Director, Joint Select Committee on Arts and Music Education and Training in New South Wales, Parliament House, Macquarie Street, Sydney NSW 2000.

The committee is made up of the following members: Kevin Anderson (Nationals), Abigail Boyd (Greens), Liza Butler (ALP), Anthony D'Adam (ALP), Julia Finn (ALP), Judy Hannan (Independent), Joe McGirr (Independent), Jacqui Munro (Liberal), and Emily Suvaal (ALP).



30-year member Peter McHugh of Presbyterian Ladies College Croydon receives his certificate from organiser Lee Cunningham.



Lismore Preschool director Lynette Funnell accepts an IEU Environment Grant on behalf of the preschool from organiser Richard Ryan.



Ted Dunstan and IEU rep Linda Swadling receive their IEU Environment Grant cheque for their award-winning project at Mt Carmel School Yass.



Have you got a great union noticeboard at your school, preschool or centre? Send us a photo. Here's one from Al Sadiq College, Greenacre.



Louise Ibbett of Carroll College Broulee receives her 30-year membership certificate from IEU organiser Angela McDonald. "How quickly 30 years have flown by," Louise said. "I appreciate being acknowledged by the IEU and the support offered over these years."



Elizabeth Davis (now retired) of St Mary Star of the Sea College Wollongong, receives her 40-year membership gift surrounded by her colleagues.



40-year member Martin McGee of Lumen Christi Catholic College Pambula receives his gift from organiser Angela McDonald.



40-year member Anne Keyte of St Mary Star of the Sea College Wollongong receives her gift from organiser Valerie Jones.



40-year IEU members Deborah Hutton, centre, and Timothy Condon of Good Samaritan Catholic Primary School at Fairy Meadow receive their awards from IEU Organiser Tina Smith.



Diane Carey, right, receives her 30-year IEU membership certificate, with IEU rep Linda Swadling at Mount Carmel School Yass.



Everything old is new again: Members at a recent chapter meeting at Sacred Heart Central School Cootamundra reflected on the first chapter meeting of the Independent Teachers Association (as the IEU was then known) in the Canberra-Goulburn Archdiocese in 1971. The union's then General Secretary, John Nicholson (see p13), flew in to chair the meeting. Agenda items in 1971 were similar to those in 2024: fair rates of pay and working conditions. Pictured above, middle row, from left, Wendy McGlynn, Emma Deep (rep) and Erryn Marsay; front, Patrece Maxwell; back, Ian Goodichkin.



BUDGET BOOST

Hope for members and housing for essential workers

The 2024 NSW budget included several green shoots for members and working people struggling with the housing crisis.

The NSW Budget, handed down on Tuesday 18 June, included funding for 100 new public preschools, reflecting the NSW Government's recognition of the importance of early childhood education and care.

"We note that community-based preschools are also big providers in this sector and we look forward to the NSW government's support for teachers and educators achieving fair pay and conditions through our supported bargaining application," said IEUA NSW/ACT Branch Secretary Carol Matthews (see also p1).

The budget also included provisions for pay increases for public sector workers. "We welcome the government's wage offer of 10.5% over three years for public sector staff as a good starting point for

negotiations," Matthews said, as salary increases in this sector have a flow-on effect, particularly in Catholic systemic schools.

The NSW government also announced it would invest \$450 million to build 400 apartments for workers in frontline services, including teaching, nursing and policing. The build-to-rent homes will be available at a subsidised rate to attract and retain workers who have been priced out of living near where they work due to soaring rents.

"Housing affordability and availability is the biggest single pressure facing the people of NSW, with mortgage payments or rent the largest expense for most households, particularly for essential workers," NSW Premier Chris Minns said.

"NSW would grind to a halt without nurses, paramedics, teachers, police officers and firefighters, but many can't afford a place to live in Sydney, close to where they work. This has to change."

Over the next three years, the NSW Government's residential development arm, Landcom, will build the dwellings across four sites in areas close to the city and key services. The funding from the state government will go towards the costs of land acquisition as well as construction.

"The IEU also supports the government's housing initiatives, including housing for essential workers and women and children escaping domestic violence," Matthews said.

Construction on the first site is expected to begin in early 2026 and finish in 2027. Details on the application program and subsidies will be available closer to 2027.

Lucy Meyer Journalist
Monica Crouch Journalist

20-YEAR BATTLE

Industrial manslaughter criminalised in NSW

New industrial manslaughter legislation finally passed NSW Parliament on 20 June, after two decades of campaigning by unions, the friends and family of those killed at work, and work health and safety advocates.

NSW is the last mainland state in Australia to pass industrial manslaughter legislation, and it did so in the same week as Tasmania.

Under the new NSW Industrial Manslaughter Bill, businesses or individuals can be held responsible for the death of a person due to gross negligence in the workplace.

Employers found responsible for a worker's death could spend a maximum of 25 years in jail, and companies could be fined as much as \$20 million – which the government says is the highest amount in the country.

The bill's passing fulfils a promise NSW Labor made in opposition. Minister for Industrial Relations and Minister for Work Health and Safety Sophie Cotsis called it a "historic moment for worker safety in NSW".

Cotsis went on to say the government wants the new laws to act as a deterrent. "The message sent today is clear – unsafe practices will not be tolerated. It is a fundamental right of every worker to go to work and come home safely to their loved ones."

The move was welcomed by the relatives of those who have been injured or killed in the workplace. "On behalf of the Family and Injured Workers Support and Advisory Group and all those who are injured or have lost a loved one through industrial death, we would like to say, 'this is for them'," co-chair Jacqueline Quinlivan said.

"This is a step forward for NSW as a jurisdiction and I want to thank absolutely everyone who made this possible."

Unions welcomed the news, with Unions NSW Secretary Mark Morey telling 9News the bill was passed thanks to a sustained campaign. "Through your support in the campaigning, rallies and lobbying, we can now ensure that if a boss kills a worker, they go to jail," Morey said.

IEUA NSW/ACT Branch Secretary Carol Matthews recognised the contributions of Unions NSW and families in securing this victory. "This is a great outcome of the campaign by Unions NSW and in particular Mark Morey and the families of people who have died at work," Matthews said.

"We applaud Sophie Cotsis as Industrial Relations Minister for her work in driving this agenda. It's great that NSW now matches the law in this respect with other states."

Lucy Meyer Journalist

Riverina Sub Branch report

The well-attended Term 2 Riverina Sub Branch meeting was held in Albury on 24 May.

Reps from across the region attended along with IEUA NSW/ACT Branch Deputy Secretary David Towson and organiser Anthony Telford.

The meeting was pleased to several new reps as well as a number of long-term reps. We are fortunate to have such a large group of engaged and effective reps across the Riverina.

A range of issues were discussed, with special mention of the current campaign for a new enterprise agreement for independent schools represented by the Association of Independent Schools (AIS).

Dave Towson elaborated on the details of the IEU claims as well as some possibilities for bargaining made available by recent legislative changes. Recent changes to the ISTAA process were also discussed.

The sub branch is in the fortunate position of having more nominations for IEU Council (the union's governing body) than available positions, necessitating an election. We thank all those who have nominated and offer congratulations to the successful candidates.

It is very gratifying to have so many members willing to serve the members of the sub-branch in this way. The candidates are: Mercedes Goss, teacher, St Patrick's, Albury; Kel Woodhouse, teacher, Kildare Catholic College, Wagga Wagga; Narelle Ryall, support staff, Riverina Aspect, Albury; Sharon Jennings, teacher, Riverina Aspect, Albury; Vanessa Geddes, teacher, Xavier Catholic High School, Albury; and Terri-Anne Scott, teacher, Xavier Catholic High School, Albury.

Other matters discussed included workloads and excessive time demands, the upcoming Catholic systemic campaign and the Australian Institute of Teaching and Learning ATPDF factsheet: bit.ly/AITSL-ATPDFfactsheet. Members expressed their gratitude for the work of the IEU's federal union in developing this factsheet with AITSL.

We look forward to seeing all reps again at the next meeting on 26 July in Griffith.

For more Term 2 Sub Branch reports: publications.ieu.asn.au/newsmonth-june/reports/sub-branch-reports/

Anthony Telford Organiser





Australian Government
Australian Taxation Office

If you're a **teacher** it pays to learn what you can claim



To claim a deduction for work-related expenses:

- you must have spent the money yourself and weren't reimbursed
- it must directly relate to earning your income
- you must have a record to prove it.*

You can only claim the work-related portion of an expense. You can't claim a deduction for any part of an expense that does not directly relate to earning your income.

* You can use the [myDeductions](#) tool in the ATO app to keep track of your expenses and receipts throughout the year.

TAX TIME

Study up on deductions

It's a new financial year, and tax time is upon us. Every year, the Australian Taxation Office (ATO) shares a range of tips and resources to help simplify tax time for teachers and education professionals.

What to claim

From self-education, union fees, school supplies and working-from-home costs – the ATO's tailored occupation guide (at right) provides a list of common deductions for teachers and school staff. It includes information on the income you're required to declare, and the records you need to keep.

Keep your receipts

Keeping the right records is essential. The myDeductions tool in the ATO app is useful for storing receipts and keeping track of your records.

When to lodge

The best time to lodge is from late July, when information from employers, banks and health funds has been included automatically online. Most tax returns lodged online take about two weeks to be processed.

More information

ato.gov.au/individuals-and-families/income-deductions-offsets-and-records/deductions-you-can-claim/occupation-and-industry-specific-guides

Car expenses

You can't claim the cost of normal trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – for example, attending parent-teacher interviews.

You can claim the cost of using a car you own when you drive:

- directly between separate jobs on the same day – for example, travelling from your first job as a teacher to your second job as a tutor
- to and from an alternate workplace for the same employer on the same day – for example, driving from your regular school to another school to moderate exam results.

In limited circumstances, you can claim the cost of trips between home and work, where you carry bulky tools or equipment for work. You can claim a deduction for the cost of these trips if all of the following apply:

- the tools or equipment are essential to perform your employment duties and you don't carry them merely as a matter of choice
- the tools or equipment are bulky – meaning that because of the size and weight they are awkward to transport and can only be transported conveniently by the use of a motor vehicle
- there is no secure storage for the items at the workplace.

If you claim car expenses, you can use the logbook method or the cents per kilometre method to calculate your deduction.

If you use the logbook method, you need to keep a valid logbook to work out the percentage of work-related use along with written evidence of your car expenses.

If you use the cents per kilometre method, you need to be able to show how you calculated your work-related kilometres and that those kilometres were work related. If you claim your work-related car expenses using one of the above methods,

you can't claim any further deductions in the same tax return for the same car. For example, petrol, servicing, and insurance costs.

Clothing and laundry expenses (including footwear)

With a few exceptions, clothing can't be deducted as a work-related expense.

You can't claim the cost to buy, hire, repair or clean conventional clothing you wear for work, even if your employer requires you to wear it and you only wear these items of clothing at work. 'Conventional clothing' is everyday clothing worn by people – for example, sports clothing or business attire.

You can claim the cost to buy, hire, repair or clean a compulsory uniform. The uniform must be explicitly required by a workplace agreement or policy.

You can't claim a deduction if your employer pays for or reimburses you for these expenses.

Self-education and study expenses

You can claim self-education and study expenses if your course relates directly to your employment as a teacher and it:

- maintains or improves the skills and knowledge you need for your current duties
- results in or is likely to result in an increase in income from your current employment.

For example, a course in working with children with special learning needs. You can't claim a deduction if your study is only related in a general way or is designed to help you get a new job.

Working from home expenses

If you work from home, you can claim a deduction for expenses you incur that relate to your work. You must:

- use one of the methods set out by us to calculate your deduction
- keep the correct records for the method you use.

You can't claim:

- coffee, tea, milk and other general household items, even if your employer provides these at work
- items your employer provides – for example, a laptop or a phone
- any items where your employer pays for or reimburses you for the expense.

Other expenses

You can claim the work-related portion of other expenses that relate to your employment, including:

- phone and internet costs, with records showing your work-related use
- excursions, school trips and camps
- first aid courses
- seminars and conferences
- teaching aids
- technical or professional publications
- union and professional association fees
- personal protective equipment you buy, such as gloves, face masks, sanitiser or antibacterial spray, if your job required close proximity with students.

You can't claim private expenses such as:

- gifts you purchased for students
- meeting students' personal expenses – for example, paying for lunch, excursions or school books
- flu shots and other vaccinations, even if you're required to have them for work. You can't claim a deduction if the cost was met or reimbursed by your employer.

**This is a general summary only.
For more information, go to ato.gov.au/teacher
or speak to a registered tax professional.**

Around the Globe Croatia, Mongolia, Fiji and more

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



Members of the Trade Union of Education, Media, and Culture (SOMK) protest in Croatia. Image: Union of Autonomous Trade Unions of Croatia (SSSH).

Croatia: Staff in the early childhood education and care sector took to the streets on 27 May in support of 19 workers from the Ivana Brli Mažurani Kindergarten who have been on strike for seven weeks. The staff are demanding the right to unionise and engage in collective bargaining after the local mayor announced Croatia’s labour laws do not apply to them. They vow to continue their strike until their legally and constitutionally guaranteed rights to unionise and bargain are upheld.

Fiji: Talks between unions and the government reached a stalemate in June as unions continued to demand a 30% pay increase. Teachers have not had a pay rise in 17 years. The Fiji Teachers Union (FTU) and the Fijian Teachers Association (FTA) are now considering industrial action. The Ministry of Finance has approved a 66% pay rise for parliamentarians. Meanwhile, the offer for teachers is around 7%. FTU General Secretary Muniappa Goundar said a pay rise would address the exodus of teachers. “The state must ensure that we are able to retain teachers, otherwise a day is going to come when we will be having students in classrooms without teachers.”



FMESU campaigning for just and fair salaries in Mongolia. Image: Education International (April 2023)

Mongolia: Teachers have secured salary increases after a series of campaigns led by the Federation of Mongolian Education and Science Unions (FMESU). The union is attempting to address teacher shortages through its focus on salary increases. In the capital, Ulaanbaatar, teachers received an increase of 12-15%. In provinces, the increase was 20% while teachers in SUMS (secondary subdivisions outside Ulaanbaatar) received 40%. FMESU President Tsogtgerel Zambal said, “We managed to ensure an overall increase of 50% in the salaries of our teachers by 2026. However, it is not sufficient in comparison to the cost of living in Mongolia. Our fight continues!”

Global: The global teacher shortage crisis was on the agenda at the 112th session of the International Labour Conference held in Geneva between 3-14 June. An Education International (EI) delegation of 69 teachers and education workers representing 35 countries made sure the voice of the teaching profession was heard. EI Deputy General Secretary Haldis Holst called for better salaries and conditions to address the teacher shortage crisis. “Overworked and underpaid teachers are leaving the profession in droves, and young people are attracted to other professions with better salaries and working conditions,” Holst said. The annual Conference of the International Labour Organization (ILO) is held under the auspices of the United Nations and brings together representatives of governments, workers’ and employers’ organisations.



Global unions urge ILO to invoke Article 33 on Myanmar in June. Image: ITUC

Myanmar: Global unions came together at the International Labour Conference in Geneva from 3-14 June to call on the ILO to invoke Article 33 on Myanmar. Article 33 of the ILO Constitution empowers the ILO to act when a member state fails to comply with recommendations from a Commission of Inquiry report.

The Commission’s 2023 report recommended firm action be taken by the ILO on Myanmar. Among its recommendations, it urges the military regime to:

- Cease all forms of violence, torture and other inhumane treatment against trade union leaders and members.
- Release and withdraw all criminal charges against trade unionists detained in relation to the exercise of their civil liberties and legitimate trade union activities.
- Fully restore the protection of basic civil liberties suspended since the coup d’état.

The report could also lead to Myanmar’s dictators being taken to the International Court of Justice (ICJ).

Myanmar has been under military rule since February 2021. The regime is responsible for killing more than 4,000 people, arresting 26,000 and suspending civil society organisations (including trade unions). State employees – including 200,000 teachers – joined the Civil Disobedience Movement after the coup. Australian Professor Sean Turnell was one of several foreigners arrested. Professor Turnell spent 650 days in prison which inspired his book, *An Unlikely Prisoner*. See page 20 for your chance to win a copy.

References

Croatia: bit.ly/3VKhGSK
Fiji: bit.ly/4eMCyKa
Mongolia: bit.ly/4eLV0JV
Myanmar: bit.ly/3zpQJNl
Global: bit.ly/4cnArC6

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There is no doubt that housing supply and housing affordability are huge problems for people looking to buy their first home. It is estimated that in 2000 the median house price was about four times the average annual full-time salary; by 2023 it had risen to eight times the mean income.

Of course, it is tempting to think about your super balance and what it might do to assist with a deposit. In fact, the issue of using super for the purchase of a home is likely to be a point of contention at the next federal election.

First-home super saver scheme

There is one option currently available to assist members to save for a first home deposit, is the First-home super saver scheme (FFSS). Under this scheme, if you have never owned a home, you can save up to \$15,000 per year through super to a maximum of \$50,000 which can then be used to help fund a home purchase.

Contributions received before 1 July 2017 cannot be withdrawn under this scheme. For concessional contributions such as salary sacrifice you will be taxed at 15 per cent upon receipt and the tax payable on the FHSS payment will be at your individual marginal tax rate with a tax offset of 30 per cent.

After-tax or (non-concessional) contributions receive no tax upon being received by the fund or at withdrawal. And the earnings on the contributions are taxed at the individual marginal tax rate with a tax offset of 30%.

Applying for release

When you're ready to purchase your first home, it is possible under the FFSS scheme to apply for a release of up to \$15,000 per financial year of your voluntary savings with a cap or maximum withdrawal of \$50,00 for eligible applicants. If applicable, your spouse can also apply for release under the FHSS scheme.

This is a clear tax advantage as the tax rate is generally lower within super and when you take the money out you will be able to withdraw the amount you contributed plus the earnings it has accrued while in super up to the limit.

From the date you make the request for the release of funds under the FHSS there is a 12-month period to sign a contract to purchase your property.

This is simply a planned scheme providing tax advantages for first-home buyers to save via extra contributions; and because you are withdrawing additional savings without actually dipping into your super, it should keep you on track for your retirement plan.

An alternative vision

The federal opposition has other ideas regarding super. Let's face it, the Coalition has never warmed to compulsory super, and have on various occasions attempted to dismantle it with early release proposals.

Consider the release of \$36 billion during the COVID crisis. According to early reports, the Coalition plans to revisit the stale super-for-housing scheme which flopped at the last federal election in 2022.

It flopped for a good reason – super is for the retirement benefit of working people and their dependants. It is not there to solve the government's housing problems or any other ad hoc problems. The "sole purpose test" specifically stipulates that superannuation should be used for the retirement benefits of members and their dependants.

Price hike possible

The Coalition's Super Home Buyer Scheme is also likely to have negative consequences for the housing market. Super Members Council chief Misha Schubert has stated: "Using retirement savings for house deposits would just unleash a huge price hike."

Further SMC modelling concluded that house prices in all capitals would rise under the Coalition proposal, with Sydney median prices rising by \$80,000 as a result of the newly released cash.

Despite this, the Liberal Party, if elected, as outlined in its "Housing and Ownership" paper, stipulates that the Super Home Buyer Scheme will allow first home buyers to invest up to 40 per cent of their superannuation, up to a maximum of \$50,000 to assist with the purchase of their first home.

A study by the Association of Superannuation Funds of Australia (ASFA) concluded that for many young people, accessing superannuation for a home deposit is not enough to get through the first home entry barrier.

ASFA said that, if implemented, this scheme would most likely benefit only those high-income earners with the potential to increase their borrowing capacity.

Raiding super not the solution

ASFA chief executive Mary Delahunty has stated: "While superannuation may seem like a tempting pot to raid, our analysis shows it will only benefit those young people who are already more likely to be able to afford a home, and not solve the crippling supply-side deficit that is fuelling our housing crisis."

No doubt superannuation will always be tempting for future governments to use to solve various economic crises, but let's keep in mind its "sole purpose" – retirement savings.

Bernard O'Connor
Former Company Secretary, NGS Super



(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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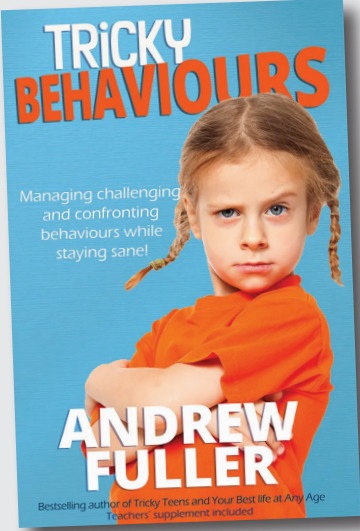


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Giveaways



Tricky Behaviours

Author: Andrew Fuller

Publisher: Bad Apple Press

Kids with Tricky Behaviours don't need to be 'fixed' because they aren't broken. They do, however, need to be shown ways to play to their own strengths and to learn a range of ways to interact with the world.

In Tricky Behaviours leading Australian adolescent psychologist Andrew Fuller delves deeply into the different types of tricky behaviour displayed by children of all ages.

Using the latest thinking and developments in child psychology, he explains the most common reasons why children display confronting behaviour and outlines practical steps to help approach and overcome it.



Consent Laid Bare, Sex, Entitlement and the Distortion of Desire

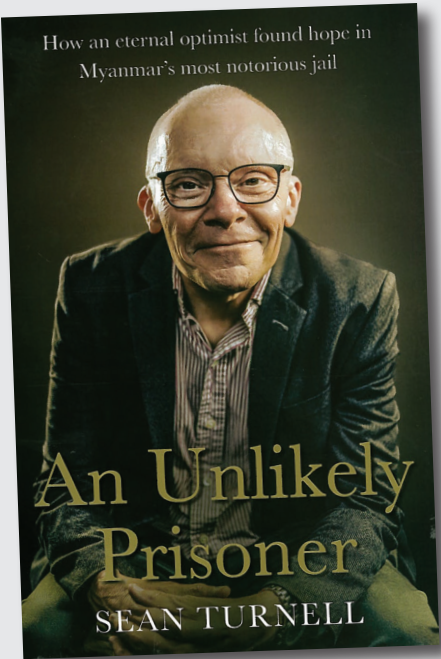
Author: Chanel Contos

Publisher: Macmillan

The game-changing book about sex and consent that every woman – and man – should read

How and why is this happening in an era of growing equality? Chanel Contos argues that when it comes to sex, we are still working with an outdated social contract that privileges men's pleasure at the expense of women's humanity.

It is a battle cry from a generation no longer prepared to stay silent.



An Unlikely Prisoner

Author: Sean Turnell

Publisher: Penguin Random House Australia

For 650 days Sean Turnell was held in Myanmar's terrifying Insein Prison on the trumped-up charge of being a spy. In An Unlikely Prisoner he recounts how an impossibly cheerful professor of economics, whose idea of an uncomfortable confrontation was having to tell a student that their essay was 'not really that good', ended up in one of the most notorious prisons in South-East Asia. And how he not only survived his lengthy incarceration, but left with his sense of humour intact, his spirit unbroken and love in his heart.



To go in the draw to receive a book, email entries to 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 25 August 2024.

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