



3 April 2025

Unite for change: Preschools Supported Bargaining Update

What we want

1. **Overarching equity and parity with NSW government preschools and schools.**
2. **Pay:** substantial wage rises to secure parity with teachers and educators in school settings.
3. **Conditions and rights at work:** substantial improvements to better support preschool teachers and educators by providing equity with school settings. Key claims include substantial improvements to non-contact time, professional development, parental leave, personal leave and delegate rights.

All costs associated with the claims to be fully funded by the NSW Government.

What's happened? The latest supported bargaining conference occurred on 26 March, with Fair Work Commission Deputy President, Judith Wright, the IEU bargaining team, Community Early Learning Australia (CELA), employer representatives and government officials from the NSW Department of Education. We were hopeful to have some good news from the department, but sadly this was not the case; the NSW Government has not committed to provide any additional funding to the preschool sector.

Although this news was devastating to hear, Deputy President Wright made it clear to the government officials that there are critical funding issues they need to address. She has asked the government to return to the Fair Work Commission and provide further information, including the *Start Strong* funding policies and guidelines which determine what the funding can be spent on.

IEU ambassadors have been asked to demonstrate through their service budgets where the funding is allocated. This evidence will support our claim that current funding doesn't allow for wage increases without increasing fees, which undermines the government's own policy on universal access.

Undeterred by the government's response, the IEU ambassadors and representatives broadened the fight and met with Greens MP Abigail Boyd, National Party Leader Dugald Saunders, Deputy Leader of the Opposition Sarah Mitchell, and Labor MLC Emily Suvaal, to brief them on our campaign for funded wage increases for staff in community preschools.

We are back before the Fair Work Commission on Wednesday 30 April.

What can you do? The IEU encourages our preschool members to join the campaign, meet with your local MPs and invite them to visit your service. Showcase the work you do and tell them why you deserve equity and parity with your colleagues in NSW government preschools and schools. The IEU can provide speaking notes and flyers for parents and MPs. Let us know about any visits you host and send us the photos.

Stay tuned! The IEU will host a series of online meetings to update you on the Unite for Change campaign. For more information, visit our website or contact your IEU ECEC Organiser on 02 8202 8900 or ecec@ieu.asn.au.



Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch
The Briscoe Building 485 – 501 Wattle St Ultimo NSW 2007
P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au