

# NewsExtra

1 May 2025

## Update on new EA for Catholic systemic schools

The IEU has received a response to our claims for a new enterprise agreement (EA) for teachers and general employees in the ten NSW and ACT Catholic dioceses (excluding Broken Bay).

Our key claims	Employer response
Pay increases – no less than the increases applying to employees in NSW and ACT government schools	Agreed – ACT teachers not yet finalised
Release – an additional two hours release from face-to-face teaching for teachers and additional release for teachers who hold coordinator and leadership positions	Rejected – IEU is continuing to press for increased release by direct discussions with dioceses
Improved paid parental leave, including: <ul style="list-style-type: none"><li>• superannuation on paid parental leave (ie leave paid by the employer)</li><li>• the partner to be able to take paid parental leave within 24 months of birth rather than 12 months</li><li>• CE Canberra &amp; Goulburn's more generous parental leave policy (up to 24 weeks of paid maternity leave) to be included in EA</li></ul>	<ul style="list-style-type: none"><li>• Agreed</li><li>• Agreed</li><li>• More generous paid parental leave in CE Canberra &amp; Goulburn will remain in policy</li></ul>
Improved long service leave and personal/carer's leave for general employees	Rejected
Aboriginal and Torres Strait Islander cultural and ceremonial leave	Agreed in principle
Strengthened email clauses to reflect the new right to disconnect	Under discussion
Delegates' rights clause in EA	Agreed
Measures to reduce workload	Discussions are occurring directly with dioceses

### Measures to reduce workload

IEU Council has identified the following key workload pressures for teachers:

- out-of-hours work (both scheduled events and professional duties related to classroom teaching)
- diverse student needs
- data collection and compliance
- meetings and professional development
- extras in secondary schools, and
- class sizes.

IEU officers are continuing to meet directly with dioceses to discuss how these workload pressures can be addressed.

## Claim to match the NSW Department of Education workload improvements

The IEU is seeking to match workload improvements for teachers equivalent to the 2024 NSW government school settlement. These two workload improvements are:

- briefings (and any other before and after school meetings) should be included within the 10 hours of meetings per term, and
- at least 50% of the eight pupil-free days are to be teacher-directed (that is, used by teachers for planning or preparation, as a form of additional release).

Despite extensive negotiations, the union has not received a satisfactory response to these claims.

Workloads are a major issue facing members. Excessive and poorly structured meetings are frustrating.

The employers have refused to match these improvements stating that “schools and their staff have the skills and experience to manage these issues locally”. The union considers that making 50% of pupil-free days teacher-directed time would assist teachers in addressing their workload.

## Claim for improved leave for General Employees

The IEU considers the outright rejection of our claim for improved personal/carer’s leave and long service leave to be unreasonable. In particular, the union believes that long service leave should be improved for long-serving general employees to ensure their leave entitlements are comparable to their counterparts in government schools.

## Next steps

The union is therefore calling on members to:

1. **Ask your school rep to call a chapter meeting** to discuss the two workload claims and the claim for improved leave for general employees. *Please invite your organiser to attend the meeting.*
2. **Meet with your principal:** appoint a chapter committee (including the IEU rep) to discuss how the IEU claims on workload improvements can be accommodated at your school and seek their support for improved leave for general employees.
3. **Sign the petition** and encourage other members to do so: **Scan the QR code** below.
4. **Invite colleagues to join the union** if they are not yet members: [join the union](#).

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## Sign the petition

- We call on our employer and our principal to agree to **match the workload improvements** in NSW government schools (meetings limited to 10 hours per term including briefings and 50% of the time during PD days to be teacher-directed).
- We call on our employer to **improve leave for general employees**, in particular long service leave, to match that applying in NSW government schools for long-serving employees.



Sign the petition

