



7 May 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 in the Fair Work Commission occurred on Wednesday 30 April. Present were the Deputy President, Judith Wright, the IEU bargaining team, Community Early Learning Australia (CELA) and government officials from the NSW Department of Education.

As previously requested by the Deputy President, the government returned to the Fair Work Commission on 30 April to provide further information on Start Strong funding policies and guidelines and what that funding can be spent on. Unfortunately, the government still believes the funding is sufficient for service providers to pass on significant wage rises without the need for increased government funding.

The IEU ambassadors argued that this is not the case, not all preschools can achieve the maximum funding available. To support this argument, we need to show evidence from case studies. We need to show the government (using case studies) where the Start Strong funding goes. To demonstrate this and strengthen our claim we will be approaching selected preschools to share their funding and expenditures information. More information on this will be sent to contributing members. The government needs to be convinced that current funding doesn't allow for wage increases without increasing fees, which undermines their own policy around universal access.

What can you do? The IEU encourages our preschool members to help support the campaign by inviting local NSW government politicians to your service. Showcase the work you do and tell them why you deserve to be recognised as professionals with professional wages and conditions. The IEU is here to help you and can provide speaking notes and handouts to give parents, politicians and committees. Let us know about any visits you host and send us the photos. Find your local member in the link, [click here](#).

We are back before the Fair Work Commission on Tuesday 20 May.

If you need more information on our Unite for Change campaign, visit our website, or you may like to contact your IEU Organiser on 1800 467 943 or 8202 8900 or ecce@ieu.asn.au.

The supported application currently covers 103 preschool services across NSW. For services and employees not part of the current bargaining, you can vote to join the agreement in the future.



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