



7 August 2025

Unite for Change

The Independent Education Union (IEU) attended the Fair Work Commission on Wednesday 23 July 2025 for the latest conference in the Supported Bargaining (SB) process for NSW preschools.

Those in attendance included IEU representatives, six IEU ambassadors, Deputy President Judith Wright, and representatives from the employer body CELA. The NSW Government representatives were again present **but have not changed their formal refusal to fund a Supported Bargaining Enterprise Agreement** for the preschool sector.

Child safety: a core issue

At this conference, our IEU ambassadors powerfully raised the pressing issue of **child safety in early childhood education** – an issue of increasing concern in the wider community. They spoke directly to representatives of the Department of Education, highlighting how preschools already operate under high standards of care and implement protective measures that **should be recognised, supported and remunerated as the benchmark across all early childhood settings**.

This is a critical point: preschool teachers and staff are delivering a model of care and education that ensures safety and wellbeing – yet the NSW Government refuses to fund the wages and conditions that reflect this responsibility.

Department of Education response

The IEU also delivered a comprehensive outline of our contentions with the NSW Government at the conference. However, the government's response was limited and did not offer any substantive answers or movement on funding or workforce recognition. This ongoing lack of engagement is deeply disappointing, especially given the urgent need for reform in early childhood education.

What's next?

The Fair Work Commission has now instructed the NSW Government to formally respond to the detailed case studies and contentions that have been provided by the IEU and CELA. The NSW Government cannot continue to evade the funding issue and rely on rhetoric that the funding is adequate.

The NSW Government's response is required to be provided to the Fair Work Commission on **Wednesday 20 August 2025**. The pressure is on.

A campaign

The IEU will continue to **campaign for professional recognition, safety, and fairness** for early childhood teachers and educators. Your voices, through our ambassadors, campaigns, and collective strength, are being heard – and we will not stop until the NSW Government takes responsibility and acts.

Our IEU preschool ambassadors will meet with NSW Members of Parliament on parliamentary sitting days between **Tuesday 9 September and Thursday 11 September**. We are also asking you to reach out to your local MP and seek their support to fund professional recognition for teachers and educators in NSW preschools.

We are also planning a **Day of Action** early in Term 4 – stay tuned for details as we continue to unite for change!

If you need more information on our *Unite for Change* campaign, please contact your IEU organiser, or call the IEUA NSW/ACT on **1800 467 943**.

Extending the enterprise agreement to more services

Currently, the supported bargaining enterprise agreement will cover 103 preschool services across NSW. For services and employees that are not part of the current bargaining you can vote to join the agreement in the future. Contact the union for more information about how to do this.

IEU preschools ambassadors

Our preschool ambassadors are:

Janene Rox, Cronulla Preschool Kindergarten; Melinda Gambley, Clunes Community Preschool; Jodie Cox, East Maitland Preschool; Margaret Gleeson, Keiraville Community Preschool; Bridget Isichei, Byron Bay Preschool; Raelee Smith, Muswellbrook Preschool.

If you are not yet a member of the IEU, please scan the QR code below or [click here](#) to join today.

