

IEU NSW Catholic Independent Schools (Support Staff- Model A) MEA 2026 Claims

September 2025

The IEU reserves the right to amend, add or delete any of the claim items below, including following consultation with members.

IEU reserves our rights as to the type of multi-enterprise agreement (MEA) which is made.

1. Term of the Proposed MEA

The IEU seeks a two-year MEA with a nominal expiry date in December 2027.

2. Pay Increases

Summary of Pay Increases Claim	
Timing	Pay Increase
February 2026	4.5%
February 2027	4%

a. Annual Pay Increases

The IEU is seeking an annual pay increase of 4.5% in February 2026 and a subsequent pay increase of 4% in February 2027 on all classifications. The increases are to be exclusive of superannuation.

b. Payment Increase on Commencement of the MEA

Pay increases are to be applicable from the commencement date of the MEA.

Employees should be guaranteed the right to be paid from the date specified in the MEA (February 2026), even if there is a delay in the making and approval of the MEA.

c. Allowances

Allowances (not including allowances related to the cost of living) are to increase in accordance with the annual pay increases. Cost of living increases to be increased as agreed.

3. Classifications

a. Coverage

The IEU is seeking coverage of Mater Dei Early Learning Centre.

The IEU is seeking discussions about including counsellors and psychologists, as well as boarding house staff (not including teachers) employed at St Joseph's College school in the MEA.

b. Teacher Aides in Special Schools

The IEU is also seeking inclusion of an allowance for working with special needs students, comparable to that which applies in the current AIS MEA for teachers.

4. Workloads

a. Special Schools – WHS

The IEU seeks the introduction of minimum ratios of teachers and teacher aides to students at special schools and improved WHS consultation to address WHS risks.

5. Fair Processes

a. Merit appointments

All positions should be appointed pursuant to a merit-based documented appointment process.

b. Discrimination

The IEU seeks the introduction of an anti-discrimination clause which gives effect to the employers agreeing that they will not discriminate on the basis of sex or disability in relation to decisions for promotion, re-classification, or any other such change requested by an employee in relation to their employment.

6. Leave

a. Superannuation Payable on Paid Parental Leave

The IEU seeks that superannuation is paid on paid parental leave. This claim seeks to address the gender pay gap that exists between men and women and is aligned with the Federal Government's announcement that it will pay superannuation on government paid parental leave from 1 July 2025 and recent improvements in both the AIS PAOS MEA and the Catholic Systemic Schools EA (which will be voted on in coming weeks).

b. Paid Parental Leave (Non-Initial Primary Carer)

The IEU is claiming 12 weeks of paid parental leave for the *non-initial* primary carer who undertakes the role of primary carer when the *initial* primary carer returns to work or study within 24 months of the birth or adoption of the child.

This condition applies in NSW and ACT government and Catholic systemic schools and is in addition to the two weeks of paid concurrent parental leave that can be taken by the non-primary caregiver at the time of birth or in the twelve months after the birth or adoption. Twelve weeks of paid parental leave for the non-initial primary carer (in addition to two weeks at the time of birth) was also agreed in the AIS PAOS MEA.

c. Long Service Leave

The IEU seeks an increase to the quantum of long service leave such that in respect of service after the commencement date, after ten years of service employees are to accrue 2 weeks of long service leave per year.

d. Personal Leave

The IEU seeks that evidence requirements for personal leave for Support Staff are to mirror the evidence requirements for Model A Teachers including that:

- No evidence is required for single day absences;
- Evidence may be requested for absences of more than 2 days; and
- Evidence is not required for the first 3 days of personal leave taken in a school year.

e. Access to Special Leave

The IEU is claiming that Employees are to have access to one day of paid special leave in each calendar year which is non-cumulative.

f. Paid Cultural and Ceremonial Leave

The IEU seeks three days of paid leave in each calendar year for employees who identify as Aboriginal or Torres Strait Islander for cultural and ceremonial purpose. This leave is non-cumulative.

g. Emergency Disaster Leave

The IEU is claiming an increase in emergency disaster leave from a maximum of 2 days to a maximum of 5 days per calendar year.

7. Implementation of new rights pursuant to changes in industrial relations laws

The IEU seeks to incorporate the new rights that exist under changes in industrial relations laws which include, but not limited to:

- Insertion of a new clause to recognise the newly legislated delegates' rights including provision of a specific union noticeboard.
- Amendment of clauses to reflect changes to the family and domestic violence leave legislation.
- Insertion of a new clause to recognise the right to disconnect.
- Right to request for flexible work arrangements should reflect the changes to the legislation including the ability for the Fair Work Commission to arbitrate matters.
- Inclusion of new clause to limit use of fixed term contracts.

8. Drafting issues

IEU reserves the right to raise drafting issues as they arise in the course of bargaining and reviewing the text of MEAs.

Enterprise agreement to be titled *NSW Catholic Independent Schools (Professional and Operational Staff – Model A) Multi-Enterprise Agreement 2026*.