

NewsExtra

21 October 2025

Catholic Systemic Schools – Vote Yes for your EA

The IEU has been bargaining since October 2024 for new enterprise agreements (EAs) for teachers and general employees in 10 NSW and ACT Catholic dioceses (excluding Catholic Schools Broken Bay).

Catholic Schools Parramatta Diocese is bargaining with this group but for a separate EA that generally reflects the main EA.

The EAs will have a nominal expiry date of 9 October 2027, in line with the award for teachers in NSW government schools.

A ballot will take place for staff to vote on the EAs next week from 27 October to 31 October 2025.

We have been advised that employers who are yet to pass on the increases will process pay rises (including backpay) once the EA vote is concluded, provided a majority of staff vote YES.

Pay rises

NSW teachers

Pay rises will reflect the increases paid in NSW government schools:

- 3% October 2024 (already paid)
- 3% October 2025
- 3% October 2026.

ACT teachers

Pay rises for ACT teachers will be:

- approximately 3% August 2025 (increases to line up with the ACT government pay scale, but paid earlier, and in current EA)
- 3.5% August 2026.

The increase for ACT teachers in 2027 will be negotiated when the outcome for teachers in ACT government schools is known (the current EA for teachers in ACT government schools expires in March 2026).

NSW and ACT general employees

These increases will match increases for support staff in NSW government schools:

- 4% July 2024 (already paid)
- 3% July 2025 (already paid by some dioceses, others will backdate and pay following confirmation of a 'Yes' vote)
- 3% July 2026.

The increase in 2027 (expected from July that year) will be negotiated in 2027.

Cost of Living Adjustment (COLA)

The EA will contain a clause requiring the parties to engage in discussions for a one-off, non-cumulative COLA payment if CPI exceeds 4.5% during the life of the agreement – in line with arrangements with teachers and general employees in NSW government schools.

Improved conditions

The following improved conditions have been agreed:

- Superannuation will be paid on parental leave paid by the employer (this is in addition to the payment by the Australian Taxation Office from July 2025 of superannuation on the government-provided Paid Parental Leave).
- The non-initial primary caregiver will now be able to take parental leave to be the primary carer of a newborn child within 24 months of birth, rather than the current time limit of 12 months from the date of birth (for children born after the commencement of the EA).
- Aboriginal and Torres Strait Islander cultural and ceremonial leave – employees identifying as Aboriginal or Torres Strait Islander will be eligible to access up to three days paid leave each year for cultural and ceremonial purposes.
- Delegates' rights, reflecting the new entitlements for union reps under the Fair Work Act, will also be included.

Trade trainers

Trade trainers have been included under the EA for the first time. A trade trainer is a person employed to teach vocational education and training at a school or trade skills centre, who is not a fully qualified teacher. A trade trainer usually has a Certificate IV in Training and Assessment and a relevant trade qualification.

Work practices agreements

The union has work practices agreements with all dioceses except Wilcannia-Forbes. These are not part of the EAs but are referenced in the EAs and sit alongside them.

Next steps

Dioceses would have sent out a copy of the proposed EA and explanatory materials for you to view before voting occurs next week. Within the explanatory materials, each diocese has included voting instructions that explain when and how the vote will be conducted. If you have not received this information, contact your payroll office immediately.

We urge members to vote YES for the new EA.

Stand STRONG with the IEU

We need your support and engagement to ensure that your pay and working conditions are protected and improved:

1. **Stay informed:** Stay up-to-date with IEU communications.
2. **Attend a chapter meeting:** Invite your organiser to your chapter meeting to discuss the new EA.
3. **Be part of the collective:** We are stronger together. Encourage non-members to join the IEU.
[Click here to join.](#)

