

# NewsExtra

2 December 2025

## NSW and ACT Principals EA – Vote YES!

The IEU has been bargaining since March 2025 for a new enterprise agreement to replace the *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2024*, which expired on 9 October 2024. The union has now reached agreement with eight NSW and ACT Catholic diocesan employers (excluding Broken Bay, Sydney and Parramatta).

### Pay rises

The *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2025* (Principals EA) has a nominal expiry of 8 October 2027, and mirrors pay increases for teachers in the new *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025*:

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

Employers will process the pay rise and any back pay due from October 2025 after a majority 'YES' vote.

The Principals EA also includes a clause requiring Catholic diocesan employers to meet and discuss with the IEU for a one-off, non-cumulative cost-of-living adjustment if CPI exceeds 4.5% in the first three months of 2026.

### Improved conditions

Other key improvements in the new Principals EA include:

- Superannuation will be payable on paid parental leave provided by your employer, in addition to ATO-funded super on the government's Paid Parental Leave (from July 2025).
- More flexible access to paid parental leave for the non-initial primary caregivers, which can now be taken within 24 months of birth (previously must be taken within 12 months). The new access will only apply to children born after the Principals EA commences operation.
- Introduction of Aboriginal and Torres Strait Islander paid cultural and ceremonial leave – up to three days paid leave annually for eligible employees.

### Next steps

Your employer will contact you with details on when and how to vote for your new Principals EA. Voting for the Principals EA will open between **Tuesday 9 December to Thursday 11 December 2025**.

**Vote YES to secure your pay rises and improved conditions!**

