

RESPECT @ ASPECT

24 March 2026

Update for teacher aides at Aspect

The IEU is committed to securing improved pay and conditions for all teacher aides working at Aspect. On 4 March the union met with Aspect to discuss a range of issues on your behalf. We will meet again early in Term 2.

Increase the rate of pay for teacher aides

The IEU is seeking increased rates of pay for teacher aides from the start of 2027. This would be a step towards bridging the pay gap between the rates paid at Aspect and those in NSW government and Catholic schools. The union has proposed an additional 5% payment from the start of 2027.

Improved higher duties arrangements

The union considers the current rate of \$71 per day for higher duties to be too low. The allowance was introduced in the early 2000's but it has not increased in line with other pay rates. If a proper relativity had been maintained, the rate would now be around \$102 per day.

We have also asked that the higher duties allowance be paid whenever a teacher's aide is performing higher duties for two hours or more.

Also, additional hours required to be worked when performing higher duties should be paid and should not require prior authorisation as they arise from the nature of the role.

Payment for time to record incidents/injuries

If an aide is required to stay back to record an injury or other incident that occurs late in the day, such time should be paid even if not pre-authorised as it is not always possible to get approval.

WHS

In our meeting, the union expressed serious concerns about work, health and safety of employees at Aspect following the results of our survey. More than 60% of respondents advised that they had been injured at work. The union has requested that Aspect provide information about existing procedures for consulting with employees about WHS, statistics about the number and type of injuries over the last two years and measures Aspect has implemented to attempt to reduce the level of injuries.

Union membership

While the union will continue to advocate for Aspect teacher aides, we cannot do this without you. We ask that members share this communication with non-members and encourage them to [join the union](#). It is through our collective strength that we can effect change.

We are stronger together.



Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch
The Briscoe Building 485 – 501 Wattle St Ultimo NSW 2007
P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au