



11 August 2026

## SDN Children's Services Enterprise Agreement 2027

ECEC Organiser Lisa James and IEU Delegate Katharina Japri attended the first SDN enterprise agreement bargaining meeting on 11 August. SDN was represented by HR Manager Chiara Fulnari, Senior Operations Manager Megan Zahra and HR consultant Rachel Steele.

The IEU presented and spoke to each of our detailed claims including:

- SDN pay rates have fallen significantly behind other not-for-profit providers such as KU and Goodstart and the IEU is seeking 10% above award rates backdated to 1 July 2026, 15% above award from 1 July 2027 and 20% above award from 1 July 2028
- Opaque salary bands to be replaced by classifications in the Educational Services (Teachers) Award to ensure teachers can compare rates of pay at SDN with those of other employers
- Option to accrue 5 Rostered Days Off (RDOs) and option for part-time employees to accrue RDOs
- 60 minutes non-contact time per 9-page Transition to School Statement
- Paid meal break of 40 minutes
- Introduction of Second in Charge and Room Leader allowances for Teachers
- 15 days personal leave per year
- 14 weeks paid parental leave and access to a second period of paid leave after 6 months
- The right to disconnect

SDN advised they are seeking to include more flexible provisions for part-time employees to work additional hours and the ability to move employees between services to cover staff absences and reduce reliance on casuals.

UWU did not table any claims but stated their intention to develop a log of claims over the next 4 weeks.

### Next steps

The next bargaining meeting will be held on 8 September. If you would like an ECEC Organiser to visit your centre or to arrange a Zoom to discuss the enterprise agreement or other work-related questions or concerns, please email [ECEC@ieu.asn.au](mailto:ECEC@ieu.asn.au)

### Your union membership

Our ECEC Organisers are qualified and experienced early childhood professionals who are best placed to support teachers with any workplace issues. Please encourage your non-member colleagues to help us negotiate a better deal for SDN employees by advising them to: [Join the IEU](#)



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](mailto:ieu@ieu.asn.au) | [www.ieu.asn.au](http://www.ieu.asn.au)