

IEU NSW Catholic Independent Schools (Support Staff- Model B and Model C) MEA 2027 Claims August 2026

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 three-year MEA with a nominal expiry date in December 2029.

2. Pay Increases

Summary of Pay Increases Claim	
Timing	Pay Increase
29 January 2027	4.5%
29 January 2028	4.5%
29 January 2029	4.5%

a. Annual Pay Increases

The IEU is seeking an annual pay increase of 4.5% from the end of January 2026 and a subsequent pay increase of 4.5% in January 2027 and 4.5% in January 2028 on all classifications.

Where rates of remuneration are greater than the commencement rate provided for in the agreement the % increase shall be applied to the actual rates of remuneration.

The IEU also seeks to review rates of pay for particular classifications that are below rates in other non-government schools - detailed comparisons will be provided.

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 (January 2027), even if there is a delay in the making and approval of the MEA.

c. Allowances

Allowances are to increase in accordance with the annual pay increases.

d. 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 Model B EAs for teachers.

3. Classifications

The IEU is concerned that particular classifications may be hard to interpret and that staff may be classified at lower levels than would apply in other non-government schools. We seek information about the number of staff at particular levels of the classification structure.

The IEU seeks coverage to include counsellors, psychologists and youth workers.

4. Workloads

a. Fair and safe workloads

The IEU seeks the inclusion of a workloads clause that enables consultation to occur to manage and address workload concerns.

b. WHS

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

5. Fair Processes

a. 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.

b. Paid Parental Leave

The IEU is seeking an increase in parental leave to meet best practice standards in the industry.

c. Long Service Leave

The amount of long service for support staff should be increased.

Long service leave shall be taken at the election of the employee. Any direction by the employer that leave be taken should provide that the timing is by agreement between the employee and employer.

There should be access to short blocks of leave, including single days.

The IEU seeks that the MEA makes clear that in no case should the period of a pupil vacation period be deducted from the employee's long service leave balance if leave is taken during a pupil vacation period, unless the employee normally works during pupil vacations.

d. Personal/carer's Leave

The personal/carer's leave entitlement should be increased to 15 days for all support staff.

The IEU seeks a clause which permits teachers on workers compensation to access their paid personal/carer's leave entitlement to supplement their reduced salaries in line with the standard position at law.

The personal/carer's leave evidentiary requirements should be amended, so that evidence is only required when personal leave in excess of two consecutive days is taken.

e. Special Leave

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

f. Emergency Disaster Leave

The IEU seeks to amend the emergency disaster leave entitlement from up to 5 days taken from an employee's personal/carers leave entitlement to a separate entitlement of up 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 the MEA.