MODEL B and MODEL C schools
NewsExtra

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Bargaining update for support staff

Bargaining has commenced for replacement multi-enterprise agreements (MEAs) covering teachers and support staff in Model B and Model C Catholic independent schools.

Our key claims

We are claiming:

- annual pay increases (4.5%, 4.5% and 4.5%) that address cost-of-living pressures, including backpay and increases to allowances, for all employees
- review of support staff pay and classifications and improved conditions for support staff; we have also asked for counsellors, psychologists and youth workers to be included in the MEAs
- improved paid parental leave for all employees, including for the non-initial primary carer, in line with industry standards, together with superannuation on paid parental leave.

Pay and classifications for support staff

The IEU is concerned that rates of pay for some school support staff are below rates in other sectors, including Catholic systemic schools. In addition to the issue of pay rates, information provided to the union by the schools' representatives also show that many support staff are classified at low levels.

Teacher aides

Rates for experienced teacher aides are below rates in Catholic systemic schools.

For example, an experienced teacher aide in a Catholic systemic school will progress to Step 4.4, with a rate of $98,033 –the comparable Model B and C Level 4 rate is $93,943, but many staff are paid at Level 3 ($84,282).

Clerical/administration staff

Administrative staff may be classified at lower levels than they are in Catholic systemic schools.

For example, the Model B and C EAs still retain classification levels 2 and 3 – these were deleted in the Catholic systemic EA.

In Catholic systemic schools all administrative staff (except those who are highly supervised) are classified at least at Level 4, with a top rate of $92,146. They also require at least one Level 6 position in all schools with a rate of $112,606 (except for the smallest schools). There is no similar requirement in Model B and C schools, and many administrative staff are classified at Level 3 ($84,282).

Information technology staff

Rates for some ICT staff are below industry standards.

Operational staff

Rates for operational staff are lower than in other non-government schools.

For example, in Catholic systemic schools the top rate for a security manager or building maintenance manager is $92,146. The highest rate for maintenance and outdoor staff in Model B and C schools is around $78,000 and the highest rate for operational staff is approximately $70,000.

Cooks, chefs and bus drivers all earn up to $10,000 less each year in Model B and C schools than in Catholic systemic schools.

Conditions for support staff

Other elements in our claim include:

- improved personal/carer's leave
- improved long service leave
- one day of paid special leave for family and other commitments
- easier evidence requirements for personal/carer's leave
- more flexible access to short blocks of long service leave
- emergency natural disaster leave, as a separate entitlement – rather than being deducted from personal/carer's leave
- enterprise agreement coverage of psychologists, counsellors and youth workers
- appropriate staffing ratios in special assistance schools.

Bargaining so far

The IEU met with the representatives of schools in three meetings. We raised our concerns about pay, classifications and conditions for support staff.

However, if we are to be successful in our claims we need support from members – please encourage anyone who has not yet joined the union to do so.

The strength of our bargaining position depends on the strength of each chapter. The more employees who are IEU members, the stronger the collective voice at your school and across Model B and C schools. Join the union.

Next steps

Ask the IEU Rep in your school to hold a meeting of all support staff to discuss these issues.

Your IEU Organiser will also be happy to meet with support staff, including colleagues who have not yet joined the union, to get feedback on our claim.

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