



STANDING STRONG TO SCRAP THE PAY CAP

For the second time this year, IEU and NSW Teachers Federation members stood shoulder-to-shoulder, this time outside the NSW Industrial Relations Commission (NSWIRC) at Parramatta, ahead of a hearing on the award application for government school teachers on Wednesday 12 October.

The previous day, the IEU was granted leave by the NSWIRC to intervene in this hearing. Even though Catholic employers are not bound by the NSWIRC's decisions for government school teachers, they've long imposed the same on their own teachers and support staff.

This granting of leave by the Full Bench of the NSWIRC was a recognition of the broader impact of its decision on teachers throughout the state.

"What we did in the hearing room yesterday was quite extraordinary," IEUA NSW/ACT Branch Secretary Mark Northam said to the rally on Wednesday 12 October.

"We wanted to get into this hearing because there's an inextricable link between

state school teacher salary outcomes and Catholic systemic teacher outcomes.

"We'll be pushing and shoving right along with you [NSW Teachers Federation] because what you get is what we get," Northam said. "Our offer looks like your offer – it's 2.53% all the way. And like you, we say no."

Salaries are not the only issue, but they are a key element of the broken system that exacerbates teacher shortages across all sectors of education (government and non-government) in NSW and the ACT.

"This shortage of teachers is a real crisis," Northam said. "The teachers know it. The students know it. The parents know it. The school communities right across NSW and the ACT know it. We have to rectify it, and this union wants to be part of the solution."

A government school principal from south-west Sydney spoke to the rally: "Teachers need to be valued. We live to teach. But we need to be able to teach to live. So we've got to fix the shortages, fix the workload and fix the wages."

NSW Teachers Federation President Angelo Gavrielatos said: "We have a crisis – a crisis that has been brought to us courtesy of a government that's proven itself unwilling to tackle the underlying issues that have led to the teacher shortages today.

"And we have a very clear message to this government. We aren't going away. We're not giving up. Not now, not ever. This is too important. Stay strong."

Following the rally, the NSWIRC Full Bench held a full-day hearing on the award application with submissions made by the NSW Teachers Federation, the NSW Department of Education and the IEU.

The IEU's Barrister, Anthony Howell, said after the hearing: "We largely supported the position of the NSW Teachers Federation but raised two matters in the broader public interest which the union considered important enough to put before the Full Bench.

"The NSW Government's wages claim would result in lower-than-inflation wage increases for those bound by the award,"

he said. "It was important we be heard on that and that the Full Bench understand its decision might extend beyond just those bound and include those who are in the [Catholic systemic] school system."

Howell also raised teacher shortages. "We'd say to the Full Bench that it's well known there's a shortage of teachers in NSW. Some have called it a crisis – with good reason. Suppressing wage increases to below inflation levels is unlikely to do anything to help that position and, frankly, might make it worse."

The NSWIRC will now consider arguments and submissions put before it and produce a written decision over the next two to three months. However, Catholic systemic employers are free to meet with the IEU and resolve matters sooner. "Our door is open," said Northam. "Let's work this out."

Monica Crouch Journalist

*More on October 12 Day of Action, pp 2, 10-11
NSW Labor leader Chris Minns at IEU AGM, p 4*

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This publication was produced on the unceded lands of the Gadigal People of the Eora Nation. The IEU NSW/ACT Branch acknowledges the Aboriginal and Torres Strait Islander peoples as the traditional owners of the lands where we live, learn and work, and pay our respects to their Elders past and present.



Standing strong

IEU and NSW Teachers Federation members gathered on the steps of the NSW Industrial Relations Commission in Parramatta on Wednesday 12 October to oppose locked-in low pay rises for teachers and support staff in government and Catholic systemic schools.



Federal Member for Parramatta Andrew Charlton, left, with IEUA NSW/ACT Branch Secretary Mark Northam



Tuesday 11 October 2022

MEDIA ALERT: PRESS CONFERENCE

Historic moment: Teacher unions to unite at NSW Industrial Relations Commission

Date: Wednesday 12 October 2022

Time: 7.30 to 8.30am

Place: NSW Industrial Relations Commission, 10 Smith Street, Parramatta

The Independent Education Union (IEU) and the NSW Teachers Federation will unite on the steps of the NSW Industrial Relations Commission (NSWIRC) building on Wednesday morning for a joint press conference. Inside, the NSWIRC will begin arbitration on the state government's award application for teachers in government schools.

The IEU was successful in the NSWIRC today in obtaining leave to intervene in this arbitration, effectively giving the IEU a voice in proceedings that will directly impact its members.

"The IEU will return to the NSWIRC, where it hasn't appeared for more than a decade, to advocate for our members – both teachers and support staff," said IEU NSW/ACT Branch Secretary Mark Northam.

"We aim to leave no doubt in the minds of Catholic employers and the NSW Government that we will not accept locked-in low pay rises for the next three-to-four years."

The IEU represents more than 32,000 teachers and support staff in non-government schools.

While Catholic employers come under the federal industrial relations system, they have long replicated the pay increases the NSW Government imposes on government school teachers.

Legislative changes in 2011 mean the NSWIRC has been hamstrung for more than a decade, with no choice but to apply the state government's restrictive wages policy. Since 2011, running a work-value case in the NSWIRC has been futile.

"All teachers in NSW will be impacted by the outcome of this arbitration," Northam said. "This is why we'll be standing shoulder-to-shoulder on Wednesday morning to speak to the media and make submissions at the NSWIRC hearing."

"We're leaving no stone unturned in our quest to have our members' voices heard," Northam said. "Once again we urge Catholic employers to stop sitting on their hands and engage in meaningful negotiations with the union."

Since early February, IEU members have been pursuing five key claims underpinning a new enterprise agreement for Catholic systemic teachers and support staff: pay teachers what they're worth; give support staff a fair deal; let teachers teach – cut paperwork; allow time to plan; end staff shortages.

"Without fair pay rises the teacher shortage crisis will only escalate," Northam said. "Talks began in early February. It's now October. Let's sit down and sort this out."

The IEUA NSW/ACT Branch represents over 32,000 teachers, principals and support staff in Catholic and independent schools, early childhood centres and post-secondary colleges.
Authorised by Mark Northam, Secretary, IEUA NSW/ACT Branch

No locked-in low pay rises

Fact
 Catholic employers have long hidden behind the NSW Government's wages policy, applying it to teachers and support staff. They are watching and waiting for the Industrial Relations Commission's arbitration on 12 October.



HEAR OUR VOICE


Fact
 Catholic employers are passing the buck to the NSW Government rather than negotiating with you through your union.



HEAR OUR VOICE

"The NSW Government salary cap is thwarting teachers and support staff. We urge Catholic employers to stop hiding and come to the negotiating table. We're staying strong and standing shoulder-to-shoulder. A critical moment: 12 October."

IEUA NSW/ACT Branch Secretary Mark Northam



HEAR OUR VOICE

Mark Northam
 Secretary



On 12 October, the IEU appeared at the NSW Industrial Relations Commission (NSWIRC) for the first time in a decade to reject the paltry wage increases the Commission is forced to provide.

The NSWIRC granted leave for the IEU to appear because a link has existed (since 1993) between salary outcomes in NSW government schools and Catholic systemic schools.

A circuit breaker was required. The IEU took legal advice and against considerable odds was permitted leave to appear. The intervention in the matter (the determination of government school teachers' salaries) was opposed by the Department of Education and supported by the NSW Teachers Federation.

Legislative changes in 2011 mean the NSWIRC has been hamstrung for more than a decade with no choice but

to apply the NSW Government's restrictive wages policy. Running a work-value case in the NSWIRC has been futile.

Having adopted the 'no stone left unturned' approach in the union's quest to have our members' voices heard, the decision to engage with the NSWIRC hearing was straightforward.

Since February, IEU members in Catholic systemic schools have been pursuing five key claims underpinning new enterprise agreements: pay teachers what they're worth; give support staff a fair deal; let teachers teach – cut paperwork; allow time to plan and end staff shortages.

It was imperative that the IEU advocate on behalf of its members in the NSWIRC.

The NSW Labor Opposition has come out in strong support of allowing the NSWIRC to determine the value of work performed by teachers and school support staff, rather than simply applying an arbitrary wages cap.

In terms of progressing industrial relations in the NSW context, the NSWIRC must be able to resolve protracted,

complex disputes such as those endured by teachers, school support staff, nurses, and NSW public servants. The Commission must be empowered to carry out its function.

Although Catholic school employers are not bound by the state industrial relations system, they have long hidden behind the NSW Government's wages policy. They have also failed to address chronic workload intensification in their schools.

The latest offer made by Catholic employers does nothing but lock in cuts to real wages until 2025, despite acute staffing shortages.

Catholic employers have stayed silent on the sidelines for too long. It is time for them to back their teachers and support staff by negotiating in good faith with their union.

IEU and Teachers Federation members condemn the NSW Government's wages policy and its detrimental impact on education. Enough is enough. Low wage outcomes will not alleviate severe staffing shortages.

Employers provide no details during Catholic systemic negotiations

Carol Matthews
 Deputy Secretary



Employers are still dragging their feet in the negotiations for a new enterprise agreement for teachers and support staff in Catholic systemic schools.

They have not provided any detail about their position on matters they claim to be agreed, they still claim to be tied to the public sector pay outcomes in NSW and the ACT and they have not made any real attempt to deal with workload pressures.

An exception to this generally dismal state of affairs is the Broken Bay Diocese, which has shown a willingness to move outside the straitjacket of public sector outcomes.

Chapter action

At its recent meeting on 22 October, IEU Council discussed the measures chapters could take to apply additional pressure to employers, short of a general stop-work.

In response to calls from numerous chapters, Council endorsed the following action that chapters may wish to take:

- Meet to consider stop-work action on an individual chapter basis, even for an hour, to express members' frustration about the lack of progress on the pay and workload issues. Chapters that wish to take this action should ensure all members support the proposed action and consult their IEU organiser to ensure the union gives the proper formal notice required to ensure the action is protected.
- Meet to discuss measures to address workload at a chapter level and to seek agreement with your principal as to how improvements can be implemented. Members should inform their IEU organiser about priority issues so we can also raise these in negotiations with each diocese, in order to achieve immediate and tangible improvements.

Council also called on all dioceses to meet centrally with the IEU to discuss the system measures that have been adopted to address workload and to discuss further significant measures that could be taken in both the short term and the long term.

One area in which we have seen some progress is in relation to support staff pay.

Support staff pay

Members will recall that although the dioceses agreed to increase support staff pay rates to match those achieved by the Public Service Association for their members in NSW public schools, they have not provided any definite response to our claim since February.

Following a meeting on 19 October between the union and representatives of the dioceses, the union understands the following is agreed:

- classroom and learning support staff – currently classified at Level 4 or Level 5 – will receive pay rises of 8% or more, depending on their current classification and role
- senior administrative staff employed in all schools in metropolitan dioceses and secondary schools in regional dioceses and large primary schools (above 400 students) in regional dioceses will receive pay rises of 14% or more, depending on the size of their school and existing pay rate.

There are two key outstanding issues. The first is the rate of pay applying to senior administrative staff in primary schools with less than 400 students in

regional dioceses. Catholic Employment Relations (CER) has queried the IEU claimed rate without advising the IEU what pay rate employers are proposing. The IEU wants Catholic employers to match Department of Education (DoE) rates. Changing enrolment bands in a way that is inconsistent with the DoE structure would not achieve parity.

The second issue is the proposed pay rate for Aboriginal Education Officers who perform a broader community liaison role. The IEU is seeking a rate higher than that applying to an employee providing classroom support. CER has stated that some dioceses do not accept the need for such a classification. The IEU has rejected this position, given that the 2021 Joint Working Party made up of IEU and employer representatives considered this issue at length.

The union will seek to clarify the position of the dioceses and the implementation date of the increases.

The IEU has had productive discussions with the Diocese of Broken Bay and we have a much clearer understanding of the proposed support staff increases and timeline in that diocese.



Making change: NSW Labor leader Chris Minns addresses IEU's AGM

Chris Minns MP spoke about his connection to the IEU, the crisis in teaching and Labor's vision for the profession at the IEU's AGM on 22 October. Here are some excerpts from his speech.

"It's wonderful to be with you this morning to talk about education, to talk about teachers and the importance of the role the state government can play in dealing with the teacher crisis that we have in education in NSW.

"I've got a long association with the IEU. My sister is a member of the IEU. My sister-in-law is a member of the IEU and my mother-in-law is a longstanding member of the IEU. And I've got a ton of cousins as well who are union members.

"So I know this union very well. I know its advocacy on behalf of the teaching profession, and the professionalism of teachers right across NSW, going back decades and decades. And I thank you for your work and your activism in really, really difficult circumstances.

"I'm also a product of the dedication and vocation of the IEU. I'm a former student of Kogarah Marist and St Declan's in Penshurst, as well as Penshurst Marist.

"I'd like to read off some statistics that would come as no shock to you. There's been a 30 per cent decline in the number of school leavers who are choosing to study education at our public research universities.

"We know that 60 per cent of teachers are looking to get out of the profession altogether in the next six years. And the public education union estimates, and we have this validated in a recent Upper House inquiry, that just one in five teachers will be in the teaching profession at the end of their careers.

"So we are losing teachers at the beginning of the profession. We're not holding them in the middle and they're not sticking around until the end of their careers. This is an unmitigated crisis in terms of education in this state.

"I know from personal experience that the reason this country is so egalitarian is that we have a system and an economy and a community where it doesn't matter what your parents did for a living or what their parents did for a living, there is no limit on potential in NSW or Australia, and it's because of our education system.

"But it's not by accident, it's in fact by design. And it comes about because of thousands of people choosing teaching as a career, choosing it as a vocation.

"Teachers over the last 10 years have had a 34 per cent less wage increase compared to the private sector in other professions – 34 per cent less. So wages are not keeping pace with other professions and they're not keeping pace with inflation.

"We need to get competitive about teachers, we have to retain teachers and keep them in the system, and we are determined to do that.

"And with that, I can repeat an announcement I made last week, that if we win the next election, we will abolish the NSW wages cap.

"We will listen to the professionals; we'll have deep and permanent communication with the IEU and the NSW Teachers Federation because we want to understand how to make the profession better and to improve education outcomes across the state."

Monica Crouch Journalist

Gender pay gap

It's about justice

Pam Smith
Assistant Secretary



What is the gender pay gap and why is it so important for IEU members? This year Equal Pay Day was on 29 August, marking the 60 additional days from the end of the previous financial year that women must work to earn the same amount as men earn in 12 months.

The current gender pay gap in Australia is 14.1 per cent, an increase of 0.3 per cent over the past half year. Over a working life, the gender pay gap and patterns of employment due to family and care commitments result in a retirement income gap for women of over 40 per cent.

Equal Pay Day is an important reminder of the continuing barriers women face in accessing the same opportunities and benefits as men in Australian workplaces. Women currently comprise 47.4 per cent of Australian workers and more than 77 per cent of IEU members, but there are still many equity challenges confronting women at work.

In the sectors covered by the IEU, the gender pay gap is particularly evident for early childhood teachers, hence the union's previous Equal Remuneration Order case in the Fair Work Commission (FWC). It's also evident for school support staff, as reflected in the joint IEU working party with Catholic systemic employers to progress pay equity with the NSW government schools sector.

The IEU has welcomed the Federal Government's commitment to a national drive to close the gender pay

gap and to ensuring simpler and fairer processes to bring pay equity cases to the FWC. This commitment includes making pay equity an object of the *Fair Work Act* and strengthening the ability of the FWC to order pay rises for underpaid women workers.

During the current 'Hear Our Voice' campaign in NSW/ACT Catholic systemic schools, there is a strong focus on a fair deal for support staff, which means enhancing pay equity and valuing the work of these vital staff in schools. Employment security is also a key concern for many support staff members whose ongoing employment is often affected by funding or other factors. Insecure employment is unfortunately a major issue contributing to the gender pay gap and the subsequent retirement income gap which affects many women.

As part of the IEU's ongoing efforts to address pay inequities, the union values opportunities to engage with diocesan workplace equity committees, as well as monitoring the annual reports from non-government sector employers to the Workplace Gender Equality Agency (WGEA). This includes a focus on addressing gender pay gap issues in classifications and opportunities for progression.

The International Labor Organisation (ILO) has called pay equity a "key driver of gender equality". For IEU members, pay equity is both an industrial issue and one of justice and fairness for themselves and their families, now and into the future.

IEUA NSW/ACT Branch Executive Members



Secretary Mark Northam
Eora Nation



Deputy Secretary Carol Matthews
Eora Nation



Assistant Secretary David Towson
Dharug Nation



Assistant Secretary Veronica Yewdall
Eora Nation



President Tina Ruello
Catherine McAuley Westmead
Dharug Nation



Vice President Systemic Bernadette Baker
St John's Catholic Primary School Dapto
Dharawal Nation



Vice President Non Systemic Helen Templeton
St Scholastica's College Glebe
Eora Nation



Vice President Support Staff Kylie Booth-Martinez
Assumption Catholic Primary School and
St Stanislaus College Bathurst, Wiradjuri Nation



Vice President ECS Michelle Thompson
Shore Preparatory School Early Learning Centre
Northbridge, Eora Nation



Vice President ACT Angela McDonald
St Thomas Aquinas Primary School Charnwood
Ngunnawal Nation



Financial Officer Denise McHugh
NESAs Liaison Officer
Kamilaroi Nation



Financial Officer Suzanne Penson
MacKillop College Port Macquarie
Birpai Nation

Meet your newly elected representatives
who meet monthly to discuss policy and
direction and set the union's agenda

General Executive Members



Peter Criticos
St Joseph's High School Aberdeen
Wonnarua and Gamilaroi Nations



Christine Wilkinson
St Joseph's Catholic College East Gosford
Darkinjung Nation



Sarah Gardiner
St Paul's Catholic College Booragul
Awabakal Nation



Anna Luedi
Marist Catholic College North Shore
Eora Nation



Libby Lockwood
St Joseph's Primary School West Tamworth
Kamilaroi Nation



Glenn Lowe
St Joseph's Catholic High School Albion Park
Dharawal Nation



Liz Heggart
Penola Catholic College Emu Plains
Dharug Nation



Peter Moore
Our Lady of Mercy College Burraneer
Tharawal Nation



Simon Goss
Wiradjuri Nation



Nicole Downey
St Mary's Catholic Primary School Orange
Wiradjuri Nation

Early childhood update

Minister to join IEU Round Table

On 4 November, the IEU will hold a Reality Round Table, providing an opportunity for early childhood members and organisers to discuss issues with Federal Early Childhood Education Minister Dr Anne Aly (pictured right).

The union has designed the round table to ensure the Minister is fully apprised of the reality of wages and workloads in the early childhood sector. The aim is to progress on the push for industry-wide bargaining in the sector, the only route to higher wages. We also want to suggest ways the Minister could help reduce the heavy workloads so many early childhood education teachers face.

The round table allows for sharing of information and learning between the Minister, early childhood teachers and union officials, with the aim of getting action from the Federal Government.



Organisers Kate Damo and Tina Smith at the Early Childhood Australia conference

Early Childhood Australia conference

Early childhood organisers Tina Smith and Kate Damo recently attended the Early Childhood Australia (ECA) conference *Passion to Power: Our Future Profession* in Canberra and held an IEU stall to greet members, encourage new ones and network with other stakeholders.

The conference was well attended, and the main theatre was at near capacity. The opening address and welcome by Federal Education Minister Jason Clare reiterated that the language we use to describe our profession needs to change.

'Kids' are children and 'childcare' is early childhood education. This was heartening as the IEU early childhood team has been advocating this for many years.

Keynote speaker and Australian of the Year 2022, Dylan Alcott, who is also a multiple Paralympic medal holder gave spoke about his relationships with his family and friends and how he overcame his fears.

Crisis summit

Early childhood sector Organiser Kate Damo and Industrial Officer Verena Heron met with the United Workers Union (UWU) and Australian Education Union (AEU) at a caucus to collaborate ahead of the ECA/UWU Workforce Summit on 12 October.

Heron represented IEU members at this historic coming together of unions, employees and peak bodies.

The aim of the summit was to explore strategies to resolve the workforce crisis in early education.

Participants discussed the barriers in the industrial system that prevent teachers from achieving the professional pay and conditions they deserve.

This was the start of a journey to effect change in government policy that could lead to increased wages and improved conditions for early childhood teachers.



Award winner Elizabeth Price

HESTA awards

Winners of the 2022 HESTA Early Childhood Education and Care Awards were announced during a special celebration in Canberra recently to acknowledge the vital role early childhood educators play in helping set future generations up for success.

Goodstart Early Learning Glenfield Park won the Advancing Pedagogy and Practice category; and Explore and Develop Penrith was awarded Outstanding Organisation for its leadership and innovation to support the mental health and wellbeing of young children.

Special congratulations to long-time IEU member and Individual Leadership winner Elizabeth Price (pictured above) from Gloucester Preschool and Early Years Learning Centre, who was recognised for her commitment to challenging and inspiring children through natural learning environments.

MEMBERSHIP news

Sending you all a big hello and best wishes for Term 4. A big pat on the back to all of you, you've all made it to the final term of school year – only 10 more weeks to go!

As is our usual practice, we will send all members renewal notices in mid-November for 2023. We appreciate that you are busy, and your inboxes are forever overflowing, but please take the time to read the renewal notice to ensure you are not overcharged. Don't forget if you pay in full before 6 February 2023, you will receive a one-month discount.

If changes below apply to you in 2023, we need to know. Your employer and/or chapter rep will not do this for you. This can include:

- changing employer, workplace, or address
- taking leave, including unpaid leave, parental or long service leave
- changing your workload
- wanting to move to alternate payment method.

If your workload is changing in 2023, you are taking any type of leave or changing employers we need to know. Your employer or chapter rep does not advise us. Please return the renewal or contact us direct at membership@ieu.asn.au or phone direct on 8202 8900 – press 1.

Our Executive has decided that subscription rates will increase by 3 per cent in 2023, and this will take affect from 1 January 2023. This adjustment is less than half the current inflation rate and equates to an additional \$14.60 per year for our top support staff rate, \$23.10 per year for top teacher rate and \$25.30 per year for our top rate that normally applies to principals, assistant principals, and those in promotion positions.

Operating costs continue to grow and to ensure we are still able to offer you the best quality service, advice and representation on all issues, including wages campaigns and action on industrial issues affecting your employment and working conditions, we are driven to increase our fees.

Best wishes for the term ahead,
Membership Team

Don't miss the latest issue of Bedrock

The final edition of *Bedrock* for 2022 includes an interview with new Minister for Early Childhood Education Dr Anne Aly, who met with IEUA Federal Secretary Christine Cooper recently to talk about what's next for IEU members.

Meet IEU member and preschool director Janene Rox, who attended the Federal Government's Jobs and Skills Summit in Canberra to advocate for reforms to the industrial relations system and give the early childhood sector more negotiating power.

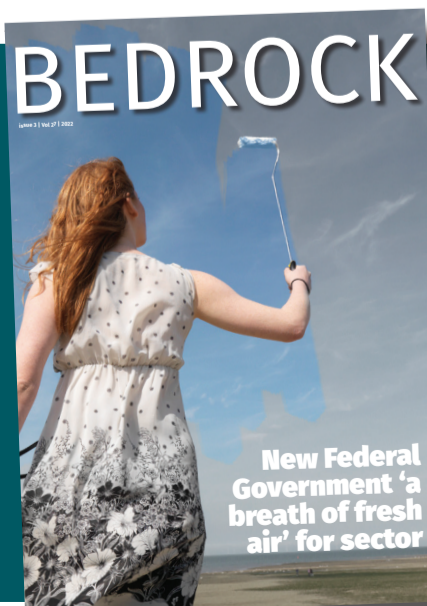
This edition also offers an opportunity for you to re-energise and rediscover

your inner motivation with leadership coach Sarah Moore.

Learn more about supporting children through difficult times. It's a skillset that's required more frequently these days. See the article about Birdie's Tree, a useful resource in this space.

Early childhood teachers should have received the latest issue of *Bedrock* with this issue of *Newsmonth*.

Other members can read *Bedrock* online here: <http://publications.ieu.asn.au/2022-september-bedrock/articles-1/>



Join the IEU

Sharing her love of teaching



IEU Rep Lauren Walters is a rising star of the education world, winning two awards this year for her innovative approach to teaching and her work during COVID-19 lockdowns.

Lauren (pictured left) teaches Maths at St Agnes Catholic High School in Rooty Hill, in Sydney's west. She was named Education Rising Star of the Year at the Australian Education Awards and won the Commonwealth Bank Early Career Teacher of the Year Award.

In her fifth year of teaching, she started out at St Dominic's College in Kingswood.

Lauren took a circuitous route to becoming IEU Rep. She attended a P&C meeting at her children's government school (she has twin eight-year-old boys and a five-year-old boy) and was impressed by a presentation by the NSW Teachers Federation Rep.

After sharing information from that Rep with colleagues on Facebook, her IEU Rep suggested she might be the right person for the role. She took the reins late last year.

Lauren is keen to promote union causes, along with her passion for the profession.

"I just love teaching," she said. "I love my students and I love my school. If there's anything we can do as a union to improve things and stop people leaving this profession, I will do it."

She practices 'flipped teaching' with her students. A huge fan of online Maths teacher Eddie Woo, she creates videos covering the Maths curriculum, which students can watch for homework, while in class they work through the challenging problems.

"It makes sense to me that rather than do all the hard bits for homework, hoping that parents can help, we do them in class together, and they watch the videos with all the content at home," she said.

"I feel like a lot of the wonderful things we have in schools right now wouldn't have been possible without the union fighting for us."

"The students can re-watch the videos, slow them down, rewind, put subtitles on them, and if they still don't understand, they can ask me in class the next day. If they're away, they can catch up easily."

The only downside to this approach is making the videos. Lauren has given up a lot of free time to produce them, but once they are done for each year group, she will have a library that she can draw on.

"It's not like teaching Economics, which changes constantly. There will be some tweaks required, but once I get through it all, in about four years, it should reduce the workload."

Lauren said she gains huge satisfaction from students who formerly hated Maths telling her it has become their favourite subject.

During the last COVID lockdown, Lauren led the school's approach, creating individual timetables for every student, so they knew exactly when they had a Zoom class.

Lauren is now involved in an intensive learning program funded by the State Government, to allow students disadvantaged by the lockdown to catch up.

"I feel like a lot of the wonderful things we have in schools right now wouldn't have been possible without the union fighting for us."

"I really care about getting what's best for everyone, so it just seemed like the natural thing to do to join the union."

"What teachers really need is more time. That's what my flipped learning is all about. I could never teach all the content in front of the class and do all the other things I have to do. Teachers need more time to teach and give students the good feedback they deserve."

"Whatever stop-works or other things the union does, I'm there."

Sue Osborne Journalist

IEUA NSW/ACT Branch PROFESSIONAL DEVELOPMENT

The IEU is offering a range of accredited and elective professional development courses for members during Term 4. Check the table below for information on each course.

Topic	Date	Time	Elective or Accredited
Behaviour Matters: Keeping it right (repeated 2022 course)	2 November	4pm – 6pm	Accredited (NSW and TQI)
Behaviour Matters: Making it right (repeated 2022 course)	9 November	4pm – 6pm	Accredited (NSW and TQI)
Behaviour Matters: Upholding the right (repeated 2022 course)	16 November	4pm – 6pm	Accredited (NSW and TQI)
Rediscovering your why (ECS)	17 November	5pm – 6pm	Elective
Managing difficult conversations	21 November	4pm – 6pm	Accredited (NSW and TQI)
Supporting students with challenging behaviours	30 November	4pm – 6pm	Accredited (NSW and TQI)
Thriving and surviving as a casual teacher	6 December	4pm – 6pm	Elective (NSW) Accredited (TQI)

You can enrol in these member-only courses by visiting the IEU website. Alternatively, you can email Marie-Claude at pd@ieu.asn.au for assistance.

IEU Independent Education Union of Australia NSW/ACT Branch



Labor MP Anna Watson, centre, Member for Shellharbour



Labor MP Anoulack Chanthivong, right, Member for Macquarie Fields



Nations MP Chris Gulaptis, right, Member for Clarence



Nations MP Dave Layzell, left (in blue), Member for Upper Hunter



Nations MP Dugald Saunders, centre, Member for Dubbo



Nations MP Geoff Provest, left, Member for Tweed



Nations MP Gurmesh Singh, right, Member for Coffs Harbour



Labor MP Hugh McDermott, centre, Member for Prospect



Labor MP Jenny Aitchison, centre, Member for Maitland



Labor MP Janelle Saffin, second from left, Member for Lismore



Labor MP Jihad Dib, left, Member for Lakemba



Labor MP Jo Haylen, second from left, Member for Summer Hill



Labor MPs Liesl Tesch, front left, Member for Gosford; David Harris, centre, Member for Wyong; and David Mehan, right, Member for The Entrance



Labor MP Kate Washington, left, Member for Port Stephens



Liberal MP Melanie Gibbons, second from left, Member for Holsworthy



Labor MP Sophie Cotsis, centre, Member for Canterbury



Labor MP Stephen Bali, right, Member for Blacktown



Labor MP Tim Crakanthorp, second from left, Member for Newcastle

Telling it like it is Members meet their local MPs

During August and September, the IEU took the teacher shortage crisis up to NSW politicians.

Delegations of IEU members and organisers met with their local members to sit down and talk about the impact of staff shortages in their schools. They urged MPs to take their message to the NSW Premier to scrap the artificial NSW pay cap that is holding the salaries of teachers and support staff back.

While employers in the non-government sector are not bound by the NSW Government's wages policy, they are known for sitting on their hands then following suit. Uncompetitive salaries are a key factor fuelling the teacher shortage.

The IEU combined personal visits with a letter-writing campaign, ensuring just about every member of the NSW legislature has heard your call for urgent action.

"The work undertaken by IEU members in stepping up and being part of a delegation to their local MP to put the case for easing teacher workloads and improving uncompetitive salaries was outstanding," said IEUA NSW/ACT Branch Secretary Mark Northam.



Labor MP Trish Doyle, left, Member for Blue Mountains



Labor MP Ryan Park, Member for Keira

DAY OF



Supporting the campaign at Brigidine College, Randwick



United at Rosary Park Catholic School, Branxton

Members of the IEU and the NSW Teachers Federation stood strong together throughout NSW on Wednesday 12 October

As members of the IEU and the NSW Teachers Federation united on the steps of the NSW Industrial Relations Commission (NSWIRC) in Parramatta to protest locked-in low pay rises for the next few years (see pages 1-2), others protested outside local politicians' offices.

The aim was to pressure politicians to dump the NSW Government's artificial wages cap that is holding the salaries of all teachers and support staff back. Catholic systemic school staff know their employers are waiting on the outcome from the NSWIRC before making a pay offer to them, even though Catholic employers are not bound by it.

On the same day, members wore yellow t-shirts in their schools and united as a Chapter, voting to reject their employers' salaries and conditions offer of 30 September because it failed to deal with the key elements of the Hear our Voice campaign that members have been pressing for since February. These claims include:

- address the chronic staff shortages impacting schools
- address the uncompetitive salaries that are negatively impacting the profession
- reduce the unsustainable workloads that are leading to burnout
- achieve pay parity and conditions for support staff with their counterparts in NSW government schools.

The employers' offer either rejects or rebuffs many of the key improvements to pay and conditions that are urgently needed to attract and retain staff and to end teacher shortages.

Here is a selection of images from this proud day of action – a strong show of unity within schools and a day of solidarity between the two education unions.



Shoulder to shoulder at MacKillop College, Bathurst



Striking a pose at St John's Catholic Primary School, Baradine



Joining the campaign at St Augustine's Parish School, Narromine



Standing united at Mary MacKillop Catholic College, Wakeley



Voting at St Nicholas Primary School, Tamworth



Standing strong at St Patrick's Primary School, Cessnock



Outside Gurmeh Singh MP's office in Coffs Harbour



Outside Nichole Overall MP's office in Queanbeyan



Outside Kevin Anderson MP's office in Tamworth



Protesting outside MP Geoff Provest's office in Tweed Heads



Outside Paul Toole MP's office in Bathurst



United at Holy Family Catholic Primary School, Skennars Head



Outside Dave Layzell MP's office in Muswellbrook



Voting at McCarthy College, Tamworth



Stronger together St Francis Xavier, Ballina



Standing united at Mater Maria Catholic College, Warriewood



Voting at St Joseph's Primary School, West Tamworth



Standing strong at All Saints College, St Peter's Campus, Maitland



Support at St Laurence's Primary School, Dubbo



Unanimous at St Joseph's Catholic High School, Albion Park

ACTION

IEU billboard truck I've been everywhere, man



Sydney



Wollongong



Port Macquarie



Bathurst



Sutherland

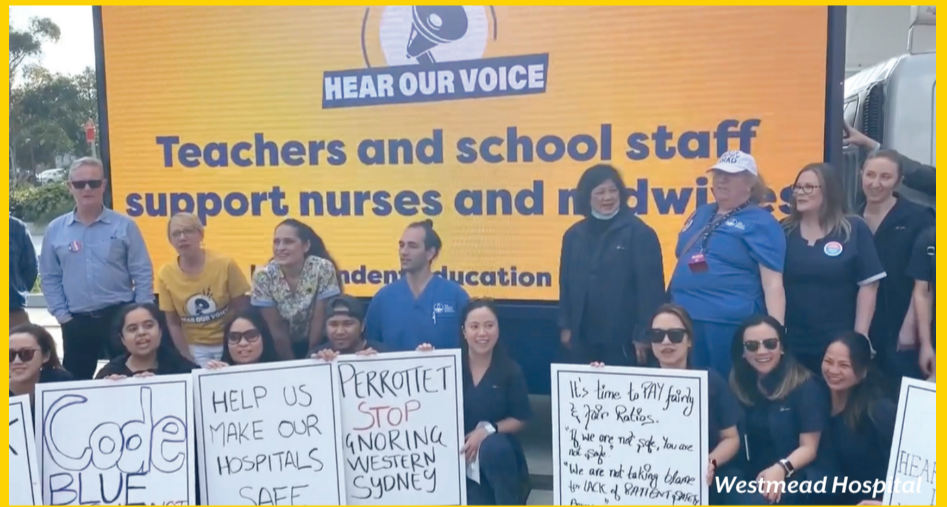
The IEU's mobile billboard truck took to the streets for two weeks in August. The truck displayed a number of messages, but the main themes were:
Fix teacher shortages now! Pay support staff properly!

The union launched the truck on 20 August at the IEU's Council meeting in Sydney (pictured top left). It then went on a non-stop tour of numerous schools and other sites all over NSW and the ACT. Wollongong, Nowra, Queanbeyan, Bathurst, Lithgow, Newcastle, Port Macquarie, Armidale, Tamworth, Singleton and Maitland were just some of its stops.

At each port of call, teachers and support staff and some local MPs and mayors gathered in support of a fair deal for teachers and support staff.

The truck also attracted substantial media coverage wherever it stopped. As one member said, "it brought a ray of sunshine" into an otherwise gloomy day. The weather was poor throughout some of the truck's journey – it even met with snow as it traversed the Blue Mountains (see Lithgow, bottom left).

The truck's tour culminated in support of a NSW Nurses and Midwives picket line at Westmead Hospital, with signage supporting their call for safe staff-to-patient ratios. Union members cheered and chanted alongside the truck (pictured right).



Westmead Hospital



Nowra



Queanbeyan



Armidale



Lithgow



Maitland



Newcastle



Granville

Parramatta Jobs and Skills Summit

IEU Organisers Lubna Haddad and Charles Wheeler were delegates at the Parramatta Jobs and Skills Summit on 26 August, representing members and highlighting the important role of education in the economic dialogue.

Federal Member for Parramatta Andrew Charlton opened the event by explaining its purpose: for him to listen to his constituents.

He assured all attendees that the new Labor Government was taking a consultative approach ahead of the National Jobs and Skills Summit on 1-2 September.

Charlton emphasised that government was not pretending to 'have all the answers', but was genuinely interested in identifying problems and solutions from those on the frontlines.

The event brought together different unions, businesses, community organisations and education groups who identified and addressed shared economic challenges and collaborated to build consensus about Parramatta's local economy.

Dr Charlton described Parramatta an "education success story" with both

opportunities and challenges in the early childhood, primary, secondary and vocational education sectors.

This provided a chance for IEU organisers to share current and long-standing challenges facing the teaching profession to the diverse range participants.

Staff shortages, job security, gender pay inequality, work intensification, attracting young people to the teaching profession and the retention of current staff were just a few of the issues discussed.

A skills shortage at both a local and national level was referred to several times by a panel of local representatives and was a hot topic in the workshops that followed. The solution? Increased funding and attention to education at all levels, and from the IEU's perspective, paying teachers and support staff what they're worth.

It was an excellent opportunity to talk about the IEU's claim in Catholic systemic schools and the momentum a successful outcome would give to other sectors negatively affected by a debilitating and unfair wages cap.

Lubna Haddad Organiser



Federal MP Andrew Charlton, Member for Parramatta, centre, with IEU organisers Charles Wheeler and Lubna Haddad



National Jobs and Skills Summit

It's time for a modern collective bargaining system: ACTU

Sustainable wage increases, fair bargaining rules and equity for women were themes raised by ACTU Secretary Sally McManus and President Michele O'Neil at the Jobs and Skills Summit at Parliament House, Canberra on 1 September.

ACTU Secretary Sally McManus

"We are painfully aware that we are experiencing the largest real wage cut in history after a decade of wage stagnation," said ACTU Secretary Sally McManus.

"We face real wage cuts for years to come. Yet many businesses are doing well and posting healthy profits," she said.

"Falling living standards should be unacceptable to all of us, and it should be our shared objective at this Summit to turn it around.

"We also want the work of people like health care workers, aged care workers and teachers to be properly respected and valued.

"For this to occur we need to modernise the collective bargaining system.

We must have a system that is simple, fair and accessible and does the job of getting wages moving.

"Our bargaining system should aim to facilitate bargaining between equal parties, and the Fair Work Commission should play a role in ensuring this.

"Loopholes which have made bargaining completely unfair must be closed.

Employers should not be able to threaten to cancel agreements as a bargaining tactic.

"Negotiating, collaborating, representing, problem solving, creative thinking and team building are high level skills, essential to building positive work cultures and to working together to increase productivity.

"For too long productivity has been just code for cost cutting and driving down wages. Our current bargaining system is one size fits all and these days it hardly fits anyone.

"We need a new modern option for bargaining alongside enterprise bargaining to get wages moving. Multi-employer or sector bargaining makes sense for funded services, small business and other employees who have been effectively locked out of a system designed for large enterprises."

ACTU President Michele O'Neil

At Prime Minister Bob Hawke's National Economic Summit in 1983, there were 97 participants, but only one of them was a

woman, trailblazing Senator Susan Ryan.

"Every single one of the business delegates were men. Every single one of the union delegates were men," said ACTU President Michele O'Neil said.

"Not only is this summit unrecognisable from the one held 39 years ago, so is the world of work. In 1983 women's workforce participation sat at 45 per cent. Today its 62.8 per cent (for men its 70.8 per cent).

"That's a big change but it masks how poorly we sit compared to other OECD countries and how glacially slow is our progress towards equity.

"Women in Australia are lower paid, have less super, work fewer hours, are more likely to be casual or part time, have unpredictable hours and rosters, are more likely to have to work multiple jobs, less likely to have paid leave, more likely to be discriminated against, harassed and assaulted at work.

"If you are a First Nations woman, living with a disability or from a culturally and linguistically diverse background, the figures are considerably worse.

"Our existing industrial relations laws are failing women. We have pay equity laws that perversely require you to run an argument to properly value women's work by identifying a male comparator.

"We have so-called flexible work arrangements which give you the right to ask for work hours that are consistent with care and family responsibilities, but no rights if your employer just says no.

"We have a bargaining system designed for large, male-dominated workplaces, locking women in feminised industries out of the system and leaving them without power to join with others and negotiate.

"Arguments to keep our bargaining system in the past and only enterprise based are arguments to cement women's low pay for generations to come.

"To tackle inequality, we need a new simple, fair collective bargaining system that adds the option of multi-employer or sector bargaining. This will open collective bargaining for women."

Federal Council: The IEU's national agenda

IEU Federal Council is the national governing body of the Independent Education Union of Australia. It meets at least once a year, with representatives participating from the constituent branches of NSW/ACT, Victoria/Tasmania, Queensland/NT, South Australia and Western Australia.

The IEU National Executive meets between Council meetings to administer the decisions of Council and to oversee the national work of the union. IEU federal conferences or other national gatherings also occur from time to time in conjunction with Council meetings.

At the most recent meeting of IEU Council at Glenelg in South Australia on 25 August, the agenda included:

- ensuring a strong IEU voice to the new Federal Labor Government, including recent and planned meetings with ministers
- the impact of COVID-19 on schools
- exposing private 'fake union' businesses selling membership

- an industrial update on the Hear our Voice campaign in NSW/ACT and developments in other branches (such as the Queensland award of 4% + 4% + 3% + cost-of-living adjustments)
- the IEU's national voice for the profession in areas such as NAPLAN, AITSL, the Australian Education Research Organisation (AERO) and the National Workforce Strategy for Early Childhood
- our union's commitment to equity, diversity and anti-discrimination, including support for the 'Uluru Statement from the Heart' and a legislated Voice to Parliament
- international solidarity and action – Council of Pacific Education (COPE).

As an expression of the IEU's commitment to international solidarity and action, the Council meeting at Glenelg was addressed by Kate Lee from APHEDA – Union Aid Abroad on a range of development projects and initiatives in Asia and the Middle East.

A comprehensive Secretariat Report is prepared for each IEU Council meeting to highlight the work of the union across Australia in a diversity of industrial, professional and equity areas.

This year's IEU Federal Council at Glenelg was followed by a conference for the elected Executive/Committee of Management members in each State/Territory branch. Members of the NSW/ACT Executive participated.

Guest speakers at the conference included ACTU Secretary Sally McManus, Minister for Indigenous Australians Linda Burney, Professor Megan Davis from the University of NSW, retiring Council of Pacific Education Secretary General Govind Singh, and input from the UK Teachers Union (NASUWT.).

Further information about the work of the IEUA at the national level, including reports and media releases, is available www.ieu.org.au

Pam Smith Assistant Secretary



Left: John Lee of Christian Brothers High School, Lewisham, receives his 40-year IEU membership compendium from IEU Secretary Mark Northam
Centre: Malcolm Forrester receives his 40-year membership compendium from IEU Rep Andrew Barrs at Freeman Catholic College, Bonnyrigg
Right: Lucy Baroni receives her 30-year membership badge from IEU Rep Andrew Barrs at Freeman Catholic College, Bonnyrigg

Present tense Sector-wide bargaining in the air

In recent weeks, the Federal Government has laid out its plans for changes to the Fair Work Act. Many of these changes will be of real benefit to workers in the post-secondary education sector.

The most significant change is a move towards industry-wide bargaining. Under the current bargaining rules, negotiations for improvements in wages and conditions must be conducted on a workplace-by-workplace basis, which has meant that bigger workplaces, where workers have more capacity to organise, tend to be better off. The coming changes should make industry-wide bargaining (whereby a union can attempt to get improved wages and conditions across a whole sector) much more common.

Other changes being pursued by the Albanese government include moves to make gender equity a key consideration for the Fair Work Commission. Given that women typically earn less than their male counterparts, this may prove to be another element that benefits those in the post-secondary sector.

The government has also flagged greater regulation of the so-called 'gig' economy, and some limits on insecure work generally. The post-secondary education sector is heavily reliant on casual workers, and so moves to tighten regulation in this space can only help workers in the industry.

The state of the industry

The recovery in the sector continues to gather pace. After a dismal two years of border closures and collapsing enrolments, international students are starting to return in some numbers. Figures from English Australia show that nationwide ELICOS commencements in July were up by 50 per cent on 2021, while enrolments were up by 7 per cent.

ELICOS visas were over 5000 in July, the highest monthly figure in years, with big numbers arriving from Thailand, Colombia and Brazil, making up for the reduction in numbers from China. Before the pandemic, many colleges were highly dependent on Chinese students, so it's encouraging that providers are

diversifying their student cohort. For many months, colleges have cited poor enrolment figures as a reason to hold down wages, but the increasingly good numbers suggest this excuse won't be valid for much longer.

Agreements round-up

Your union is pushing for agreements in the sector. For much of this year, the IEU has been involved in negotiations at several colleges, most notably UTS College (where an agreement was finalised a few months ago), WSU The College, UoW College.

WSU The College is about to ballot employees on a proposed, union-endorsed settlement, which will give pay rises of 4% in 2022, 3.25% in 2023 and 3% in 2024, along with improvements in casual pay, superannuation, and several other areas.

Negotiations at UoW College are continuing, with salary still a sticking point, though a recent improved offer by management of around 3% per annum, while likely still short of what members will

accept, is a step in the right direction.

Negotiations will soon start at Navitas English, the ELICOS arm of Navitas. Officers from the union met with teachers at the college in early October, and work has begun on developing a log of claims, with bargaining meetings to start in November.

Things have been less smooth at Taylors College, with the governing company Study Group initially resisting calls from teachers to commence bargaining. The Fair Work Act does include provisions to compel employers to bargain, which your union was considering invoking, but thankfully, in mid-October, Study Group finally agreed to commence bargaining.

Enterprise bargaining usually leads to wages and conditions that are superior to the underpinning award. To find out how this might work at your college, contact your union, the IEU.

Kendall Warren Organiser

Environment Conference

Food: Different by Design

Walking, talking, rapping, dancing, bush tucker, smoking ceremonies, the IEU's Environment Conference, Food: Different by Design, had it all.

The only IEU conference to survive the ravages of COVID-19 since 2019, the September event focused on sustainable food production techniques; sustainable consumption and how to use every nook and cranny of our towns and cities to grow food.

International Grammar School (IGS) students kicked off the day with a welcome to Country in Wiradjuri language, then Environmental and Cultural Education Leader Clarence Slockee got the room rocking with his environment rap.

Clarence is a passionate about using urban landscapes to grow bush tucker. He took the conference delegates on a tour of bush tucker gardens in South Eveleigh, to show them what can be achieved with a bit of love and care.

The Head of Sustainability at IGS, Carmelo Fedele, said it was important to teach young people about the environment and sustainability, as they are our future.

Carmelo began his journey after attending the IEU's first Environment Conference in 2017, where Gardening Australia's Costa Georgiou was the keynote speaker.

He said it would be great if all schools appointed a teacher to a role similar to his own.

Schools Manager Hailey, from Eco-Schools Australia, shared practical tips on how to make school life more sustainable and get parents on board with ideas like no-wrap lunches.

IGS student Harriet told the conference that she had been an environmental activist all her life, and her identity as a queer student was strongly linked to her social justice work and care for the environment.

The Head of Indigenous Education at IGS, Jade Carr, said the school is "a lighthouse school for sustainability education and we aim to be a lighthouse school for Indigenous education".

The Indigenous concept of "I take from the country and give back to it" is something we could all learn from, she said.



Environmental and Cultural Education Leader Clarence Slockee talks about urban native gardens during lunch at the South Eveleigh Nature Rooftop Farm



Arts and cultural administrator Tim Bishop opens the day with a smoking ceremony



Sustainable food: different by design workshop by Clarence Slockee



IEU Environment Conference participants after Shared Pathway walk and talk by Wiradjuri man Ben Bowen, second from left, co-founder of social enterprise Shared Path

2022 Environment Grant winners

Every year the IEU invites schools, colleges and early childhood centres to apply for a number of grants to develop sustainability initiatives.

The 2022-23 Environment Grants, sponsored by Teachers Mutual Bank and the union, have been announced, and include a variety of innovative and exciting projects.

Early childhood sector

Hamilton Child Care Centre, Hamilton: Seed to Table Kitchen Garden

This project aims to upgrade the centre's existing garden space, transforming the garden environment into a more usable teaching area through the introduction of outdoor workspaces, reducing water use, and improving supply of fresh food for our onsite kitchen.

Thurgoona Preschool, Thurgoona: Aboriginal Connections/Bush Tucker Education

This project creates a space for Aboriginal connections that can occur

within the natural environment at Thurgoona Preschool. It educates children, families and educators on the benefits and values of the bush tucker garden and how it can be used to connect to the land within the preschool.

Primary Sector

The Nature Primary School, Port Macquarie: Girrگا's Garden
Girrگا is Gathang for native bee. Staff and students aim to create a space where native plant species endemic to Port Macquarie can provide a habitat and a food source. The biodiverse garden also benefits the school and community as it provides an opportunity to learn about conservation through observation, hands-on activities and to apply mathematical and scientific skills.

St Peter's Primary School, Port Macquarie: Frog Bog
The world is losing frogs at a rapid rate. This project encourages frogs back to the school environment by creating a

welcoming habitat which will include a water source, plants and places to hide.

Sacred Heart Primary, Tocumwal: Birds in School

Students learn about local birds, their habitats and diets. They conduct local bird surveys and develop a student-led action plan to become a more sustainable and bird-friendly school.

St Columba Anglican School, Port Macquarie: Koala Food Tree Corridor
Five Year 6 Sustainability Team environmental warriors proposed increasing the koala habitat in the school grounds by planting trees.

Carinya Christian School, Gunnedah: Cultural Learning Space for Endangered Species

This project encourages endangered birds and the Pale Imperial Hairstreak butterfly to the school's Cultural Learning Space through plant and pond choices.

Secondary Sector

Penola Catholic College, Emu Plains: Riverbank Re-vegetation

To re-vegetate the banks of the Nepean River after the recent devastating floods that closed the college for several days and damaged fragile ecosystems.

The Living School, Lismore: Grow Domes

This project will foster authentic connection, respect and custodianship for biodiversity while regenerating subtropical rainforest plant species, which will be grown to develop a sub-tropical rainforest garden in the heart of the school.



New CEO takes the helm at Australia for UNHCR

The IEU has always been a strong supporter of Australia for UNHCR (United Nations High Commissioner for Refugees). Incoming CEO Trudi Mitchell spoke to journalist Sue Osborne for this Q&A session.

What did you do before Australia for UNHCR?

I have worked at a range of not-for-profit organisations in management roles across strategy, innovation, leadership, public relations, communications and fundraising. Before joining Australia for UNHCR, I was Director of Marketing and Communications at the Cancer Council of NSW for five years. I joined Australia for UNHCR as the Deputy National Director in 2016. Earlier this year, I was appointed CEO.

How do you feel about stepping into this position?

I'm very proud to take on this role. As the national partner of the UN Refugee Agency, our focus is on raising awareness and funds for UNHCR's work around the world. UNHCR is on the frontline of every major displacement crisis, helping millions of people each year with emergency aid and long-term support. With the number of people displaced around the world reaching a staggering 100 million earlier this year, the pressure on the UN Refugee Agency has never been greater.

Do you have resources or education outreach for teachers?

The UNHCR has excellent resources for teachers. You can find a collection of teaching materials on refugees, asylum seekers and migration for primary and secondary school students. There is also guidance for teachers working with refugee children.

What are your most pressing campaigns right now?

The Campaign for Refugee Education is very important. As UN High Commissioner for Refugees Filippo Grandi said, "Education is an investment in development, human rights and peace. In the case of refugees, it is an investment in the people who will rebuild their countries of origin when they are able to safely return home".

The 2022 UNHCR Refugee Education Report shows there is still a big gap between the number of refugees enrolled in school and the quality of their education compared to other young people. Australia for UNHCR supports refugee education through a number of projects, including funding a school in Uganda's largest refugee settlement, Bidi Bidi. We also support a vocational training centre in Kyaka II refugee settlement in Uganda, which provides training programs to students between the ages of 15 and 25.

In Australia, we have partnered with the Public Education Foundation and the Australian Film, Television and Radio School (AFTRS) to offer a person from a refugee background a scholarship to study at AFTRS.

These are just some of the important education programs we support to help displaced people build better futures.

How can IEU members help?

I'd encourage IEU members to raise awareness of refugees and share their stories wherever they can. They can also get involved in our fundraising campaigns such as '2 Billion Kilometres to Safety'. School groups participate in this campaign every year. As well as being active, children learn about the perilous journeys that refugees have taken and the challenges they have overcome. Students can walk or fundraise individually, as a class or as a school.

More information

Teaching resources:
unhcr.org/en-au/teaching-about-refugees.html

Learn more about Australia for UNHCR:
unrefugees.org.au

Advice on welfare rights

The IEU has a long-running affiliation with the Welfare Rights Centre (WRC). Many members may be unaware of the services the WRC can provide, both for workers and their families.

The WRC was founded in 1983, part of the general move towards community legal centres at that time.

The WRC specialises in advice for people adversely affected by Centrelink decisions (they were especially busy during the so-called

'Robodebt' debacle). Best of all, it's free.

The WRC has a trade union program for members who are having problems with Centrelink, such as with Family Assistance, payments and debts. Union members seeking advice will be fast tracked when they contact the WRC.

The WRC website says the centre aims to help "educate people about their social security rights, entitlements and obligations and assist people through the

social security review and appeals system, including Centrelink internal review and the Administrative Appeals Tribunal".

IEU members are urged to encourage families who may be experiencing difficulties, particularly refugee families, to contact the WRC.

More information

welfarerightscentre.org.au

Principals on the frontline during trying times

The IEU once again thanks principal members for their great engagement and support and expresses our best wishes for Term 4 ahead. In a year which has continued to feel the impact of COVID, extreme weather events and staff shortages, schools have been required to move quickly and flexibly to address these situations and principals have been at the frontline of supporting their students, staff and school communities.

Regarding Catholic systemic enterprise agreement negotiations, the IEU has written to all diocesan directors to encourage them to reach an acceptable salaries and conditions outcome with the union and has also again written to Catholic Employment Relations (CER) to

urge them to progress bargaining with the IEU.

Significantly, the IEU was granted leave in the NSW Industrial Relations Commission (NSWIRC) to intervene in support of the NSW Teachers Federation's case against the NSW Government's proposal to lock in for three years a state award with annual percentage pay rises for government school teachers and principals of only 2.53 per cent when inflation is 6.1 per cent.

While directly affecting government school teachers and principals, the IRC recognised that its decision would also affect the Catholic sector, thus granting leave for the IEU to appear in the case.

In relation to the proposed Maitland-Newcastle Diocese restructure and its

impact on principals and their schools, the IEU thanks the principals who participated in a Zoom meeting on 5 September and who then followed up by endorsing motions about staffing concerns in the proposed new structure and about shared services agreements.

A letter forwarding these resolutions was sent to the Maitland-Newcastle Diocese Chief Executive Officer Sean Scanlon on 29 September and the union is waiting for a response.

The IEU looks forward to meeting with independent sector principal members via Zoom on 27 October, with Canberra-Goulburn Archdiocese principals on 28 October and with Wilcannia-Forbes Diocese principals on 17 November.

IEU Principals' Sub Branch will meet on

5 November at the IEU Parramatta office and via Zoom.

Our union values its principal members and welcomes their vital contribution to the IEU's activities. While principals have been and are at the forefront dealing with many of the recent challenges facing schools, they have continued to support their colleagues and to exercise leadership at workplace and community levels.

Whatever Term 4 and beyond may bring, the IEU always looks forward to working with our principal members to protect and enhance their professional, industrial and wellbeing interests.

Pam Smith Assistant Secretary/
Principals' Organiser



Trial by media

Don't miss your latest IE magazine

In "Trial by media: How the portrayal of teachers hurts the profession" Associate Professor Nicole Mockler of the University of Sydney proves what you've long suspected.

Is it your perception that teachers get a bad rap in the media? Have you noticed numerous opinion pieces telling teachers what they "should" do? Associate Professor Nicole Mockler has conducted in-depth research into representations of teachers in the media, and the results throw into stark relief the public devaluing that is damaging the profession.

"The general lack of respect expressed toward teachers in the public space doesn't help attract the best and brightest into the profession," Associate Professor Mockler says. Read the full feature on pages 14-15; and while you're there, enjoy our profile of Professor Clare Wright (pictured on the cover, left), the historian who's ensuring women stand tall in history.

We also talk to two highly experienced school counsellors and meet a former member of The Sapphires, Dr Lois Peeler, who heads up Worawa, Australia's only boarding school for Aboriginal girls.



Young women in Afghanistan learn about human rights
Credit: LEARN Afghanistan



Young women in Afghanistan learn digital literacy skills
Credit: LEARN Afghanistan

Around the Globe

Afghanistan: One year on from the ban on girls' education

On 15 August 2021, the Taliban seized Kabul, regaining control of the country for the first time in 20 years. Over the past year, 19.4 million women and girls, have had their basic rights, such as education, taken away.

Secondary schools have been closed since the Taliban takeover leaving 3 million girls out of school. Women have been ordered to cover their faces in public and have been barred from working in most jobs.

The threat of gender-based violence is ever present for women and girls.

Yet women are determined to take back the freedoms they have lost – even at great risk. Amnesty International reports that women who have fought for their rights have been "harassed, threatened, arrested, forcibly disappeared, arbitrarily detained and tortured".

Pastana Durrani is one of those women. Durrani is an Afghan human rights activist and teacher. She founded LEARN Afghanistan four years ago with a vision of making

education available to girls in Afghanistan without access to school. After the Taliban takeover, Durrani was forced to close nearly all LEARN's programs and continue its activities underground. After speaking out against the closure of schools and universities, Pashtana went into hiding before escaping to the United States in November 2021. She now runs LEARN remotely from Massachusetts.

LEARN's courses cover graphic design, chemistry, biophysics, coding and website development and are available in Dari and Pashto languages.

LEARN student Fatemeh, 15 (not her real name) spoke to the Malala Fund's publication, *Assembly*, about what it has been like since the Taliban takeover.

"I am going to the course fearing that I might be harassed and abused on the way. One day the Taliban came to the institute where we secretly take classes and threatened us, saying that they will imprison the family of whoever opposes their restrictions. What could be worse than threatening a girl with her family?"

Another student, Gulnoor, said: "I am a girl who was born and raised in the era of democracy; education and freedom have a special meaning to me. Then the Taliban came and took those two basic rights from us. I am stuck in a great despair and see only a dark future ahead. I request all the women's rights activists and all those who believe in human values to fight for us. Don't leave us alone in these difficult days."

More information

learnafghan.org

assembly.malala.org/stories/one-year-of-the-talibans-ban-on-girls-education

Katie Camarena Journalist

Around the Globe brings you international news about injustices and workers' rights. If injustice exists anywhere, it exists everywhere.

Beginnings and endings and beginnings

Tina Ruello
President



Like you, I am approaching the end of 2022 with mixed feelings: glad the year is coming to an end – you don't need me to chronicle the work performed by hard-working teachers and support staff (the space in this column is finite) – but somewhat uneasy that there are still unresolved concerns.

We have achieved momentous outcomes this year, professionally, personally and, importantly, industrially. Yet there's that nagging thought: the end of 2022 has so far not brought a resolution to the dispute with the employers for teachers and support staff in Catholic systemic schools.

I am aggrieved at their recalcitrance and dismissive 'leave it to the NSW Government' stance to set wages for teachers and support staff in their system. Even consensus in Work Practices Agreements (WPAs) has been stifled by the employers' piecemeal approach, leaving it to

individual dioceses to tinker with our working conditions. What a great way to create aberrations and destroy parity! Resolution cannot come soon enough.

The best of 2022 was the collective strength we forged in raising our voices and hitting the streets – twice – in organised and coordinated industrial action in May and June. What a feeling it was, marching alongside our NSW Teachers Federation colleagues in solidarity with shared frustrations, experiences and goals.

Exceptional work by the union's leadership team and officers and much praise for their drive and commitment. A heartfelt thanks to all members who participated. It truly makes me 'union proud'.

And lastly a beginning. I am humbled to be serving the union as the newly elected President of the Executive. I bring my skills and perspective as a teacher in the classroom to the workings and decision-making of the union for the benefit of all members. Thanks for your support! Have a peaceful and restful year's end.

Our voice heard at the Industrial Relations Commission

Bernadette Baker
Vice President Systemic



The adventures of our union at the NSW Industrial Relations Commission are historic. The granting of leave to make submissions alongside the NSW Teachers Federation put us in a position to ensure our voice as heard.

We have not stopped putting a strong, loud voice behind our log of claims.

Days of actions in our systemic schools have reinforced that we're all fed up with poor working conditions, staff shortages and with support staff being undervalued by employers.

We call upon diocesan directors to stand up for their employees, address their concerns and fix this stand-off that is demoralising our profession and exacerbating teacher shortages.

We, your employees, deserve your respect. Your actions demonstrate clearly that there is no respect for your staff. As union members we can and will continue to pressure the diocesan directors to do the honourable thing by their employees.

It is important that we remind our employers that we work on their behalf – and we should be respected for our efforts and have working conditions that enable us to continue to do it well.

Keep the faith, wear the yellow, talk to your colleagues, encourage staff to join and be a part of the collective.

On a personal note: I wish to thank all those who voted for me at the recent elections, enabling me to continue in my role as Vice President Systemic.

I will keep raising my voice on your behalf.



Customer Owned First Home Buyer Bank of the Year

Helping more teachers into their first home sooner.



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Membership, lending criteria and T&Cs apply. The Canstar 2022 Customer Owned Bank of the Year First Home Buyer Award for (NSW/WA/QLD/VIC) was received in July 2022 for the First Home Buyer Category. Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981 | BE02096-TMB-1022-IEU-P



From first IEU Women's Officer to NGS Super CEO

Laura Wright has announced her retirement from NGS Super as Chief Executive Officer after a long and successful career as a teacher/librarian, union organiser, first IEU women's officer, superannuation trustee and CEO of NGS Super.

I first met Laura in the late 1980s after reading her reports on women's issues in *Newsmonth*. Not unsurprisingly, the issues she was dealing with at the time were not all that different to the issues the IEU is dealing with now – class sizes, hours of work, bullying and the promotion of women in schools. It certainly was an important position and Laura worked hard to support teachers and support staff who came to her with individual issues.

Soon after her appointment, Laura was selected to represent the IEU on the Board of Directors for the newly formed superannuation trust fund called the Non-Government Schools Superannuation Fund (NGSSF). The year was 1988 and the principal parties to the trust fund were the Association of Independent Schools (AIS) NSW, the IEUA NSW/ACT and the Catholic Employers NSW. The employer contribution was 3 per cent of gross salary, the investment options were limited and insurance was \$1 per week for Death and TPD only. This agreement allowed employer contributions to be made four years before compulsory (Award) super came in in 1992. Laura gained valuable experience as a trustee and was elected to chair NGSSF in 1993 and 1994.

Laura left the IEU in December 1995 and became a superannuation professional, initially working as a Suncorp Advisor and administrator. She quickly rose to a managerial position, leading teams of administrators dealing with areas such as mailouts, call centres, compliance with super regulations, marketing and insurance. She later became the account manager for medium sized industry funds such as Print Super (now Media Super), REST and STA (now Australian Super).

Laura came full circle and returned to the fund she had contributed so much to, NGS Super, in 2008. As a highly respected superannuation professional with a strong industry-wide reputation, Laura was welcomed back and again took on an important role at a time of change and development in superannuation.

As a true 'people person', Laura chose not to have her own office but to sit in the middle of the open office, where she led by her example and strong work ethic.

It is impossible to list all her contributions to the Fund and the benefits to members from her outstanding work. In a broad sense, some of Laura's achievements were in new insurance arrangements, for which NGS Super won Fund of the Year – Insurance; streamlining the company secretariat function which entailed accurate preparation of board papers and minutes; co-ordinating marketing activities; assisting with investment matters; managing staff; overseeing fund mergers; and, true to her teacher/librarian roots, reorganising fund filing systems.

She became NGS CEO with the approval of the Board and the respect of the staff.

Laura's contributions have helped shape NGS Super into what it is now – an outstanding industry fund with a strong focus on its members and one of the best outcomes for their retirement.

Thank you, Laura.

Now that it's time for your retirement, know that you will be missed by the staff and colleagues you worked with for many years. May you have the long and glorious retirement you so richly deserve.

Bernard O'Connor (former NGS Super Company Secretary)

**ngs
Super**

(Important information: the information in this article is general information only and does not take into account your objectives, financial situation or needs. Before making a financial decision, please assess the appropriateness of the information to your individual circumstances, read the Product Disclosure Statement for any product you may be thinking of acquiring and consider seeking professional advice. Past performance is not a reliable indicator of future performance. Any opinions are those of the author and do not necessarily reflect the view of NGS Super.)

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Our locations

Sydney: 485-501 Wattle Street, Ultimo NSW 2007 8202 8900
Parramatta: Level 2, 18-20 Ross Street, Parramatta NSW 2150 8202 8900
Newcastle: 8-14 Telford Street, Newcastle East NSW 2302 4926 9400
Lismore: Unit 4, Lismore Professional Centre, 103-105 Molesworth Street, Lismore NSW 2480 (temporarily closed due to flood damage, call the IEU on 8202 8900)
Canberra: Units 11 & 12, 3-5 Phipps Close, Deakin ACT 2600 6120 1500

Giveaways



Astonishingly Good Stories

Author: R. A. Spratt

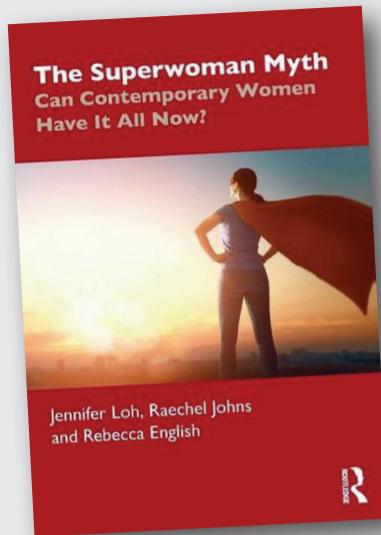
Publisher: Penguin Random House Australia

A lovestruck merpig, a peppermint-stick Parthenon, a vegetarian spider and so much more!

From R. A. Spratt, bestselling author of *Friday Barnes* and *Shockingly Good Stories*, comes this collection of 20 terrific tales perfect for fans of Roald Dahl, David Walliams and Paul Jennings.

Featuring Greek myths and fractured fairytales as told by Nanny Piggins (the world's most glamorous flying pig), a mystery investigated by Friday Barnes (girl detective) and a series of tales so tall they will give you altitude sickness.

This book will delight children from four to 104. Just the thing for reading at bedtime, when you're supposed to be doing your homework, or when you've been chased up a tree by an escaped rhinoceros and you're waiting for the zookeeper to arrive.



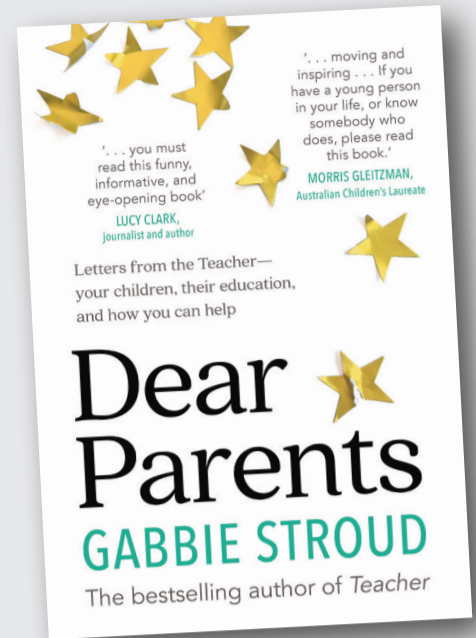
The Superwoman Myth: Can contemporary women have it all now?

Authors: Jennifer Loh, Raechel Johns, Rebecca English

Publisher: Routledge

This book begins by raising a thoughtful question, "Can women have it all: family, work and everything in between?" If yes, then are women 'superwomen'? More importantly, what or who is a 'superwoman'? In other words, this book discusses the role of contemporary women in today's modern career world and its myriad challenges, and in turn explores the nuanced role of millennial women and provides insights into how women juggle demands at home and at work; family and career management.

This book will motivate younger women who are embarking on their first career and looking to develop the inner leadership that helps them thrive in life.



Dear Parents

Author: Gabbie Stroud

Publisher: Allen and Unwin

In this funny, heartfelt and passionate call to arms, Gabbie Stroud makes a plea to all parents to understand their roles as their children's lifelong teachers and show how they can best help their kids' teachers and schools achieve the best results for the next generation of leaders.

Stroud is author of the national bestseller, *Teacher*. *Dear Parents* is a call to arms for all parents of school-age children.



Email entries to giveaways@ieu.asn.au with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 2 December 2022.

Targets are good. Action is better.

We've divested from some of the big fossil fuel companies.

NGS Super is committed to taking action to address climate change and create a better future for our members. That's why we recently divested from some of the big fossil fuel companies. We're on our way towards our goal of a carbon-neutral portfolio by 2030.



CARBON NEUTRAL BY 2030



ngssuper.com.au/ESG

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