



19 August 2024

Supported Bargaining Agreement Update

Negotiations for a Supported Bargaining Agreement (SBA) to cover teachers and educators employed in long day care services run by 64 employers have continued since our last update. **You may be aware that the Commonwealth Government recently announced they will fund a 10% pay increase in December 2024 and a further 5% pay increase in December 2025.** Under the Educational Services (Teachers) Award, an experienced Proficient Teacher in a long day care centre is currently paid \$93,000 per year. The new top rate after the 10% increase will be over \$103,000. This is a vital step towards closing the gender pay gap and addressing critical teacher shortages in long day care centres, which has come about as a direct result of the Supported Bargaining Application made by the IEU, AEU and UWU.

Bargaining progress

Unions and employer representatives will meet in late August to finalise the SBA. Whilst all parties agreed that access to professional development would assist in improving professionalism and service quality, no Commonwealth Government funding has been allocated for professional development as part of the agreement. However, approved providers can apply to receive the professional development subsidy to cover the cost of backfilling employees who attend professional development during work hours or to pay teachers and educators for attending training outside work hours.

It is envisaged that the SBA will include the *Educational Services (Teachers) Award* conditions in addition to:

1. A 15% total pay rise
2. A two-hour minimum engagement for part-time teachers
3. Improved pay progression for Provisionally Accredited teachers - if the attainment of Proficient Teacher is delayed due to delays in the allocation of an Accreditation Supervisor, the employer and teacher can agree for the teacher to be paid on Level 2
4. Paid release for teachers to mentor early career teachers
5. Access to long service leave in short periods of at least one day
6. Confirmation that no employee will suffer a reduction in their current rate of pay or conditions where these are superior to those contained in the agreement
7. A pathway to dispute resolution by the Fair Work Commission for issues arising relating to the SBA or National Employment Standards
8. Recognition of union delegates including paid leave to attend union training
9. Employer provision of ICT (computers, tablets) for work purposes

Teacher qualified Directors

The IEU's position is that Teacher qualified Directors should be entitled to the salaries and conditions contained in the Educational Services (Teachers) Award, not the less beneficial Children's Services Award. Teachers use their qualification in their role as Director as they respond to parent questions and concerns, provide advice to teachers and educators on the educational program and supporting children with additional needs. This issue is yet to be resolved.

Next steps

The details regarding how the funding will be distributed and the mechanisms to ensure the full increase in funding is passed on to teachers and educators, still need to be clarified. Clarification on how the funding can be accessed by employers that are not part of the SBA is also needed.

The parties will attend scheduled bargaining meetings at FWC on 26-28 August. We will continue to update you on the progress of negotiations. Please email your feedback with any questions or concerns regarding the supported bargaining agreement to ECEC Organiser Lisa James: lisa@ieu.asn.au

Your union membership

Our ECEC Organisers are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues.

Please encourage your non-member colleagues to join our professional education union to help achieve the best outcome possible for teachers: [Join the IEU](#)

