





NewsExtra

2 September 2024

NSW Independent Schools PAOS – Offer Not Good Enough!

Your union met in August with the AIS, the bargaining representative of independent schools, to discuss the offer for professional and operational staff (PAOS). A summary of key issues and positions of the parties is as follows:

Association of Independent Schools (AIS)	IEU
Pay and classification	
<ul style="list-style-type: none"> • Minimum of 4% in Feb 2025 depending on the classification review; plus • 4% in Feb 2026; and • 4% in Feb 2027. 	 Requires further discussion. Your pay should reflect your level of responsibilities and be comparable to rates in other school sectors.
Update to the existing classification structure and adoption of the modern award classifications.	 Requires further discussion. A review of classifications is necessary, but we need to ensure that they are fit for purpose.
New categories of employees to be covered by the proposed MEA	
AIS schools propose to expand the coverage of the MEA to cover highly skilled and qualified professional staff.	 Requires further discussion. We have requested a clear list of the groups of employees to be covered by the MEA.
Parental leave	
Paid parental leave will be recognised as service for the purposes of leave accruals and progression.	✓
Paid parental leave is now available to all staff and non-initial primary carers will have access to 12 weeks paid leave after the initial primary carer returns to work or study.	✓
Paid parental leave for the initial primary carer will attract superannuation.	✓
Paid parental leave will continue to include non-term time.	✗
Improvements to leave entitlements	
AIS has rejected our claims for improvements to your leave entitlements including access to special leave, higher accruals for long service leave and personal leave.	✗
Work Health and Safety (WHS) Issues	
AIS considers WHS issues to be addressed at school level, not in the MEA.	✗
Teacher Aides in Schools for Specific Purposes (SSPs)	
AIS rejected our claim to give teacher aides in SSPs appropriate compensation for performing higher duties. AIS believes that the MEA adequately provides for higher duties allowance.	 Requires further discussion

