



30 September 2024

Preschool supported bargaining update

Supported Bargaining Authorisation

The IEU, with support from UWU, lodged an application with the Fair Work Commission (FWC) on 5 July for a supported bargaining authorisation (SBA) to cover more than 100 preschools in NSW. FWC Deputy President Wright granted the authorisation on 23 September, giving the go ahead for the IEU and the preschools to commence negotiations. We see this as a great opportunity to lift the pay and conditions in the sector.

In the Authorisation, Deputy President Wright specifically referred to the evidence provided by IEU Secretary Carol Matthews including:

- The impact on accessibility of ECEC due to an inability attract and retain teachers and educators
- Professional recognition as the critical issue named in the national strategy, *Shaping our Future*
- Only 30% of ECEC graduates choose to work in early learning whilst 50% choose to work in schools
- The success of the VECTEA in addressing pay and conditions in early learning in Victoria
- Investing in ECEC returns \$2 for every \$1 invested, with the most positive impacts on children from disadvantaged, ATSI and CALD backgrounds and those with additional needs.

The process

The IEU will use the feedback members provided through Zoom meetings with the ECEC Team to develop a Log of Claims including 25% pay increases, increased non-contact time including time to complete transition to school statements, improved personal leave and paid parental leave. Negotiations between the union and employers will commence with the assistance of the Fair Work Commission.

NSW Government involvement

IEU expects that the NSW Government will fund pay increases arising out of any supported bargaining agreement. The IEU is meeting with Deputy Premier and Minister for Education and Early Learning, Prue Car and representatives within the Department of Education to gain support for our claim.

Next steps

The best way to keep informed of developments is through your union. If your colleagues are not yet members, please encourage them to [join the IEU](#) to receive bargaining updates throughout the process. If you have any questions, contact the ECEC Team lisa@ieu.asn.au, kate@ieu.asn.au or tina@ieu.asn.au

