

# NewsExtra

6 November 2024

## Bargaining starts in Catholic systemic schools

The IEU has commenced bargaining for teachers and general employees in Catholic systemic schools. There will be two sets of separate negotiations – one for teachers and general employees in the 10 dioceses in NSW and the ACT except Broken Bay, and a second set of negotiations for Broken Bay.

### Our claim for the 10 dioceses

The IEU has developed a claim based on a resolution passed at the IEU August Council with additional technical items added ([for details of the claim, click here](#)). The claim includes:

- **three-year term** – a three-year term of the enterprise agreement from October 2024 in line with the proposed award applying to teachers in NSW Department of Education schools
- **pay increases** – no less than the increases applying to corresponding employees in NSW and ACT government schools and not less than the rate of inflation, and
- **release** – an additional two hours release from face-to-face teaching time for primary and secondary teachers. We also seek extra release time for those in coordinator and leadership positions.
- **improved parental leave**, including:
  - superannuation to be paid on paid parental leave
  - more flexible timing for the partner to take paid parental leave after the initial primary carer has returned to work or study – that is, leave can be taken within two years rather than 12 months from the date of birth, and
  - the more beneficial parental leave policy adopted by the Archdiocese of Canberra & Goulburn should be included in the enterprise agreement for that diocese.
- **improved long service leave and personal/carer's leave for general employees**
- **reduction of workload** – priorities identified by members are the workload associated with out-of-hours work (both scheduled events and professional duties related to classroom teaching), catering for diverse student needs, data collection and compliance, meetings and professional development, extras in secondary schools and class sizes
- **right to disconnect**, and
- **delegates' rights** – insertion of a clause to recognise the newly legislated delegates' rights.

The union is also seeking to expand the scope of the enterprise agreements to include staff employed in schools who are not covered by the current enterprise agreement. These groups vary from diocese to diocese but include counsellors and other pastoral care staff employed directly by dioceses in schools, family educators, trade trainers, early child education and care employees, music tutors and business managers.

## Meetings

We have had preliminary discussions with representatives of the 10 dioceses. The union expects notices will be issued shortly by dioceses to employees about the bargaining and a schedule of meetings has been set.

## Teachers' pay

Members will have seen media reports that there is an agreement between the NSW Government and the NSW Teachers Federation on a three-year deal for teachers employed in NSW government schools. The IEU will ensure that pay increases agreed for teachers in NSW Catholic systemic schools are not less than these increases. Under the current enterprise agreement, pay rates for teachers employed in the ACT have been agreed until the end of 2025, in line with the ACT government school arrangements.

## Pay for general employees

In the 10 dioceses, there is a provision in the current enterprise agreement that requires the dioceses to match increases that are received by support staff in government schools. The NSW Government has reached agreement with the NSW Public Service Association (PSA) for a 4% increase from July for public sector workers, including support staff in government schools. Dioceses will match this increase, backdated to July this year.

The union will continue to liaise closely with members as the negotiations continue.

Encourage your colleagues, if they have not already joined the union, to do so by [clicking here](#).

