



15 November 2024

## **Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award 2024**

Industrial Officer George Maniatis and ECEC Organiser Lisa James met with representatives from the Ministry of Health on 4 and 13 November regarding the *Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award 2024*. The IEU reiterated our claim for significant increases to rates of pay for early childhood teachers employed in Local Health District early learning services.

### **Ministry of Health position**

The Ministry offered a 3% salary increase with the ability for the IEU to seek a variation to the Award. The IEU restated our concerns that we will not agree to lock in an award that covers teachers until 30 June 2025 unless the rates ensure the criteria to access the Early Childhood Worker Retention Grant are met. The Ministry indicated they are concerned about including the funded increases in the Award in case the funding is discontinued after two years and sought confirmation that a workplace instrument containing the current rates in the Educational Services (Teachers) Award (ESTA), in addition to an Individual Flexibility Arrangement stating the 10% funded increases will be paid to teachers, would meet the grant guidelines. The IEU confirmed this is the case and explained in detail how the 5 ESTA levels correspond to the incremental steps in the Health Teachers Award.

### **Lunch breaks**

As several members have been underpaid due to confusion regarding paid meal breaks, the IEU recommended the replacing the term "crib break" with "lunch break" in the Award. The Ministry asked if a crib break is a lunch break or a tea break. We responded that as the break is described as a paid 20–30-minute midday break, there is no doubt this term refers to a lunch break. The Ministry then questioned why teachers would be entitled to a paid lunch break.

### **Next steps**

The Union will meet with the Ministry again on 20 November to progress discussions. If your centre has not returned your signed [petition](#), please do this as soon as possible.

[Download petition](#)

## Your union membership

The best way to keep informed of progress as the IEU continues to advocate for improved salaries and conditions is through your union. Please share this update with your teacher colleagues employed in health centres and encourage them [join the union!](#)

If you have any questions, you are welcome to contact Lisa James: [lisa@ieu.asn.au](mailto:lisa@ieu.asn.au)

