

NewsExtra

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ACT Catholic Independent Schools – Deal Done

After months of bargaining, an in-principle agreement has been reached for the two multi-enterprise agreements (MEAs) covering teachers and support staff at Daramalan College, Marist College, and St Edmund's College. The IEU has met with Catholic Employment Relations (CER) to progress our claims for better pay and working conditions. IEU representatives from each school have also participated in the negotiations and together we have been able to secure significant improvements in your pay and working conditions.

Pay increases

In future, under the new MEAs, salary increases for teachers and support staff will occur at the same time, in October each year, with the first increase backdated to October 2024. The increases are:

Teachers	Support staff
6% to be backdated to October 2024, and inclusive of 2.75% already paid)	4% to be backdated to October 2024
4% October 2025	4% October 2025
4% October 2026	4% October 2026

For support staff, an initial increase of 2% was paid in April 2024 and a further 4% increase will be backdated to October 2024, which amounts to a total of 6% in 2024. In subsequent years, the annual increases for support staff and teachers will be the same and will be paid at the same time.

Increases to allowances

For teachers, all wage-related allowances will increase at the same percentage as salary increases – for example allowances relating to promotions positions. For support staff, there will be a review of allowances and increases will be determined on an allowance-by-allowance basis.

Other allowances, such as meal or travel allowances, will be adjusted to match the increases in allowances in relevant modern awards.

Significant gains in paid parental leave

An employee who takes parental leave and is the initial primary carer (typically the mother) from the date of birth will receive 24 weeks of paid parental leave (inclusive of non-term time). This represents a substantial increase on the amount of paid parental leave which currently sits at 14 weeks. Superannuation will be paid on parental leave taken by the initial primary carer.

Additionally, the paid parental leave of 12 weeks will be available to the partner who is a primary carer after the initial primary carer returns to work or study (typically the father). This leave can be taken within 24 months from the date of birth thereby giving greater flexibility to working parents. This compares to the current entitlement of two weeks.

Other improvements in conditions of employment

In advancing our claims, we have also secured:

- one day per annum of special leave (non-cumulative)
- emergency disaster leave of up to five days per calendar year for support staff (non-cumulative)
- limits on the amount of money that can be withheld by the school if insufficient notice of resignation is given by an employee.

Updates to the legislation

In addition to all the key changes outlined above, the proposed MEAs provide greater entitlements to employees introduced by the changes to legislation. The changes include:

- greater rights to request flexible work arrangements
- entitlement to paid family and domestic violence leave
- access to compassionate leave in cases of miscarriage or stillbirth
- adoption of the Fair Work Act's new provisions on fixed-term contracts
- adoption of the Fair Work Act's provisions on casual conversion
- recognition of delegates' rights (that is, IEU reps at your school).

Commitment to discuss workload issues

In addition to all the key wins we have secured in bargaining for the proposed MEAs, the schools have also committed to engage the union in ongoing discussions about workloads to ensure fair and sustainable working conditions.

What happens next?

These improvements were only possible because of union members standing together and demanding a better deal. Now, we move to the drafting stage, where we will ensure that all the improvements are reflected in the MEAs and enforceable. At this stage, the union is waiting for initial drafts to be provided by CER.

Stay tuned for updates!

Join the IEU – strength in numbers!

This victory is proof that collective action works. Every win we achieve is because of union members like you. If you know a colleague who is not yet a member, now is the time to join and strengthen our voice. The more of us there are, the stronger we become.

[Join the IEU today.](#)



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