

New tool to manage change

see pp 10-12



news month

The newspaper of the Independent Education Union of Australia NSW/ACT Branch
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YES vote for independent school MEAs

Carol Matthews
Secretary



In late December 2024 the union reached agreement with the Association of Independent Schools (AIS) on new multi-enterprise agreements (MEAs) to apply to teachers and professional and operational staff in NSW and the ACT. The MEAs will have a three-year term, expiring in January 2028.

Voting by employees to endorse the MEAs was held in about 240 schools in the last week of February. The Yes vote was carried across all employers. The AIS has now lodged the MEAs with the Fair Work Commission for approval.

Salary wins for existing teachers

These include:

- Teachers with four or more years' experience at Proficient (five or more years in the ACT) will now go straight to Level 2.5 (Level 8 in the ACT), matching the rate that will apply to new teachers. This rate is \$127,281 in NSW and \$130,643 in the ACT.
- All existing teachers classified as Band 3 – Experienced Teacher or Senior Teacher 1 will receive the Accomplished Teacher allowance of \$4979 in addition to their salary at Level 2.5 (Level 8 in the ACT). This gives a total salary of \$132,260 in NSW and \$135,622 in the ACT.
- Existing Band 3 teachers and Senior Teacher 1 teachers will be entitled to receive both the Accomplished Teacher allowance

and a Leadership position allowance if they are in a leadership position when the new MEA commences.

Pay rises for teachers

Pay increases over the life of the MEA will vary for teachers, depending on the teacher's current MEA and classification and their translocation to the new scale. For new teachers, the pay scale will increase by 4.5% in February 2026 and 4% in February 2027.

Special education allowance

Teachers at a registered special school who teach classes of children with a disability will continue receiving the special education allowance – the MEA will have a list of schools to which this applies.

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Brindabella Christian College Staff finally paid after union takes action

“Our message is simple: pay staff accurately and on time.”

Members at Brindabella Christian College are breathing a sigh of relief after a difficult start to the year that culminated in many not being paid for almost two weeks.

Staff at Brindabella can now fully focus on teaching and supporting students after the union took action when a majority of staff at the K-12 school in Canberra were not paid on 21 February in accordance with a scheduled pay period.

On 26 February, the union took Brindabella to the Fair Work Commission over the unpaid wages and superannuation after the school failed to provide assurances that staff would be paid

immediately. It had taken the school to the FWC during 2024 over unpaid superannuation.

IEUA NSW/ACT Branch Secretary Carol Matthews said it was “unprecedented” for a school not to pay staff – a situation that understandably left them feeling shocked and anxious about paying bills, including mortgages and rent. The situation was not helped by school management seeking to blame others, including parents, for its financial predicament.

“This is no way to run a school,” Matthews said. “Our message is simple: pay staff accurately and on time.”

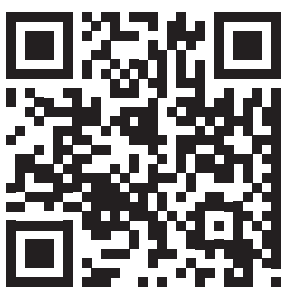
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This publication was produced on the unceded lands of the Gadigal People of the Eora Nation. The IEUA NSW/ACT Branch acknowledges the Aboriginal and Torres Strait Islander peoples as the traditional owners of the land, and pay our respects to their Elders past and present.

Brindabella staff: **We've got your back**

Glenn Lowe
President



I take this opportunity to express support for all IEU members, staff and students at Brindabella Christian College in the ACT.

Staff at Brindabella have faced a prolonged and difficult struggle to be paid their salaries and superannuation entitlements.

With the school now in voluntary administration, this has undoubtedly been a challenging time for many.

I want to acknowledge the resilience and commitment shown by every member involved

in this battle. Please know your efforts have not gone unnoticed.

The union Executive (comprising 22 elected IEU members) is closely monitoring the situation at Brindabella, and Branch Secretary Carol Matthews has represented members in extensive media coverage over the past few weeks (see pages 1 and 5).

Carol has also met with Brindabella staff in Canberra to hear their concerns and explain the union's actions, including taking Brindabella to the Fair Work Commission on 3 March, to ensure staff are paid properly and on time.

News broke on 5 March that Brindabella had entered voluntary administration. The administrators assured the school community

that classes would continue uninterrupted.

Rest assured, the union is committed to ensuring your rights are upheld throughout.

We recognise the importance of fair and respectful working conditions, not only for the benefit of staff but also for the overall success of students at Brindabella. A stable, supported workforce is essential for providing the best educational experience, and we stand firm in our belief that every employee deserves recognition and respect.

You are not alone. The IEU has your back, and we will continue to advocate on your behalf until this matter is fully and fairly resolved. Together, we are working towards a positive outcome for all.



Lyn Caton
Assistant Secretary



Reflective supervision is a professional approach adopted by several NSW independent schools that fosters self-awareness and growth in school leadership.

This method purports to provide principals with a structured space to explore their values, professional responsibilities and organisational context through noticing, wondering and consolidating.

While reflective supervision offers notable benefits, it also presents challenges that must be considered.

One of the key advantages of reflective supervision is the companionship and support it provides. Principals benefit from a trusted supervisor who walks alongside them, offering non-judgmental guidance and reducing the sense of isolation that often accompanies leadership roles.

This approach encourages deep reflection by engaging school leaders in meaningful conversations that help uncover strengths and areas for improvement.

Through structured dialogue, principals develop greater self-awareness and insight into leadership challenges. By noticing patterns, considering alternative approaches and consolidating insights, school leaders refine their decision-making and leadership strategies, ultimately enhancing school management.

Reflective supervision also plays a crucial role in supporting principal wellbeing. Research from the Australian Catholic University's *Australian Principal Occupational Health, Safety and Wellbeing Survey* highlights the high levels of stress, emotional exhaustion and isolation experienced by school leaders.

A dedicated space to process emotions and develop resilience can help mitigate these pressures. Additionally, reflective supervision

contributes to sustainable leadership by equipping principals with the skills and emotional resources to navigate the complexities of their roles, reducing burnout and fostering long-term effectiveness.

Despite its benefits, reflective supervision comes with challenges. It is a time-intensive process that requires regular engagement, which may be difficult for busy school leaders managing multiple responsibilities.

The effectiveness of the approach also depends on the skills of the supervisor, as poorly facilitated sessions may fail to generate meaningful insights. Some principals may struggle with deep self-examination or feel uncomfortable discussing vulnerabilities, making it difficult to engage fully in the process.

Furthermore, reflective supervision prioritises exploration over quick problem-solving, which can be frustrating for leaders seeking immediate solutions.

Organisational constraints, such as a lack of resources or structured support systems, may also hinder the consistent implementation of this approach in some school settings.

While reflective supervision is a valuable tool for enhancing leadership effectiveness, supporting wellbeing and fostering sustainable leadership, its success depends on time availability, skilled facilitation and a willingness to engage in deep reflection.

School systems considering this approach must carefully evaluate these factors to ensure supervision aligns with the needs of their leaders and institutions.

The IEU will continue to seek feedback from our principal members regarding the value of this program.

Women's rights at work: **More to be done**

Liz Heggart
Vice President Systemic



Unions recently marked International Women's Day with a wide variety of events based on the theme of "accelerate action". It is useful to remember that the origins of this day are rooted in marches and protests for the purpose of advancing women's rights at work. It is important to continue this fight.

Abusive behaviour towards teachers

In 2019 the ABC quoted a report from La Trobe University that revealed women teachers were almost 20 per cent more likely to experience abusive behaviour from parents, with 60 per cent of women and 41 per cent of men reporting incidents.

In a 2024 report by Collective Shout, which campaigns against the objectification of women and girls, nearly 47 per cent of Australian teachers encountered sexual harassment within school environments – 80 per cent of these involved student perpetrators and female teachers were predominantly affected.

We need improved statistics from the Catholic dioceses to give us a better

understanding of how widespread the issue is in our schools. Last year, the IEU wrote to all the dioceses seeking meetings to address this growing concern and calling for better reporting methods.

While some positive steps were made to address the issues, school staff still need a better mechanism to report these incidents.

School systems need a detailed picture of parent and student abusive behaviour towards staff so that they can act accordingly. We must protect our staff and provide safe workplaces for them.

EA improvements

Negotiations for working conditions are continuing for the Catholic systemic dioceses (other than Broken Bay) and one of the claims is for improved long service leave and personal/carer's leave for general employees.

This includes administrative positions, teaching assistants and specialised aides – roles that are mainly filled by women. We must continue to push for these improvements.

Gender pay gap across the dioceses

Recent gender pay gap data for several Catholic dioceses ranges from 3.4 per cent

to 13.3 per cent. This is based on the average total remuneration gender pay gap (that is, the gender pay gap based on total earnings). It was published by the Workplace Gender Equality Agency (WGEA) in March 2025.

The average base salary gender pay gap across the Catholic dioceses ranges from 2.3 per cent to 12.5 per cent, indicating that women earn less than men on average across the dioceses.

Women make up a large proportion of the workforce in the dioceses, ranging from 73 per cent to 83 per cent. Despite women making up a majority of the workforce, there is still a gender pay gap across all dioceses.

The proportion of women in management roles varies across the Catholic dioceses, from 47 per cent to 73 per cent. Only three dioceses have a female Director (Canberra & Goulburn, Sydney, and Bathurst).

Leadership representation for women is still low, which may suggest disparities in leadership progression.

I hope the next reporting cycle shows an improvement in these statistics so that our Catholic schools can better reflect equality and equity for all.



YES vote for independent school MEAs

NSW professional and operational staff

There is a new classification structure for the NSW Professional and Operational Staff (PAOS) MEA.

Pay increases will vary depending on the employee's current role and classification level, but all staff will receive at least 4% in 2025, with some receiving more than 15%.

To see the detail of these transitional increases when the new MEA starts, refer to the February IEU NewsExtra on our website: ieu.asn.au/newsextra-ais-21-feb-2025

School assistants (now in two streams – that is, Classroom Support and Curriculum/Resources Services) will receive 5% annual increases in both 2026 and 2027. Other employees will receive increases of 4.5% in 2026 and 4% in 2027.

The new Classroom Support and Curriculum/Resources Services classifications also include annual salary increments that provide an additional small salary increase.

ACT professional and operational staff

The ACT PAOS MEA classification structure is largely unchanged. All staff will receive a pay rise of at least 3% in 2025, with preschools and childcare centre employees receiving higher increases. Pay rates will increase by 4.5% in 2026 and 4% in 2027.

Improved paid parental leave

The union has achieved improvements in paid parental leave that will apply to periods of leave commencing after the start of the new MEAs:

- The 14 weeks paid parental leave will count as service for the purposes of salary progression and leave accrual.

- Male employees who are the initial primary care-giver immediately after birth or adoption will now be entitled to 14 weeks paid parental leave.
- An employee who is not the initial primary care-giver will be entitled to two weeks of paid parental leave at the time of birth or adoption. If that person becomes the primary care-giver within 12 months of the birth or adoption, they will be entitled to an additional 12 weeks paid parental leave.

Implementation of new MEAs

As soon as the MEAs are approved by the Fair Work Commission, the IEU expects that schools will start paying the new rates.

The union was successful in achieving a guarantee that the improved pay rates would be back-paid to the first pay period commencing on or after 1 February 2025, but it may take employers a short while to process the new pay rates and classifications.

If you are concerned about a delay or consider that your new pay or classification is incorrect, do not hesitate to contact the union.

Schools will also need to comply with the new workload transparency requirements – that is, advise teachers of the usual face-to-face teaching hours per week or per cycle, general requirements in relation to extracurricular duties and the release provided for teachers in Leadership Level 1 and Level 2 positions.

Stronger together

We achieved these wins because of the tireless work of IEU reps and members – make sure you ask a colleague who has not yet joined the union to do so. Together we are stronger.

Catholic systemic schools Strengthening your Work Practices Agreements

Amanda Hioe
Assistant Secretary



For union members working in Catholic systemic schools, Work Practices Agreements (WPAs) have long provided essential protections around teacher workload management. They play a crucial role in improving the quality of the day-to-day working lives of teachers.

Such agreements are only possible due to the high density of union membership in this sector as this strengthens our bargaining position.

As bargaining progresses for a new enterprise agreement, IEU officers are actively negotiating with Catholic diocesan employers to further strengthen WPAs. Key areas we are targeting include:

- capping class sizes, particularly in secondary schools where practical classes are involved
- ensuring at least 50 per cent of the additional eight school development days are reserved for teacher-directed professional development
- clarifying limits on meetings to provide teachers with more time for planning, teaching and student engagement
- imposing restrictions on meetings for teachers in promotion positions and prescribing additional release time for those in these leadership roles
- re-evaluating the concept of face-to-face teaching to ensure clarity on what constitutes teaching hours
- additional support for teachers who are teaching students with diverse learning needs.

Right to disconnect

In an era of constant connectivity, the pressure to be available outside of working hours has blurred the boundaries between personal and professional life.

Most existing WPAs include provisions limiting email use at certain times. The IEU is pushing to strengthen these provisions to cover all forms of communication from parents, students and staff.

Specifically, we are advocating for teachers not to be expected to monitor, read or respond to communications outside the hours that they normally perform work. This provision is vital for work-life balance, allowing teachers to recharge and maintain their wellbeing without the stress of after-hours communication.

Consultation: Have your say

If you work in a Catholic systemic school, our officers want to hear your thoughts on the IEU's current claims for your WPA. We encourage you to contact your organiser and arrange a chapter meeting at your school.

Join the union: Hear our collective voice

The improvements in work practices enjoyed by members in Catholic systemic schools did not happen by chance: they are the result of strong union membership and advocacy.

Union members have a direct say in shaping their working conditions. If you know a colleague who is not yet a union member, encourage them to join the union. We are stronger together.

If you don't work in the Catholic systemic sector, now is still the time to join the union and add strength to your collective voice. The Catholic systemic WPAs demonstrate the power of unity. Every union member counts.

Union condemns claim farming



David Towson
Deputy Secretary



On 13 February 2025, media reports revealed seven people had been arrested for allegedly making fraudulent child abuse claims through the predatory practice of "claim farming".

The scam involves making fraudulent claims of historical sexual abuse against innocent teachers or carers in pursuit of financial compensation. Prospective claimants are coached on how to make these claims through law firms, with "claim farmers" allegedly receiving a benefit for each referral.

The IEU welcomes the news that this predatory practice is in the sights of NSW law enforcement agencies through these arrests.

The union met with NSW Deputy Premier and Minister for Education Prue Car in late 2024 and raised the union's concern with "claim farming" and its devastating impact on current, retired and former IEU members.

Growing problem

The individuals arrested in February by detectives from Strike Force Veritas had allegedly targeted vulnerable adults who were former young offenders, inmates and school students.

The scammers encouraged their 'clients' to file fraudulent compensation claims for historical abuse while in care.

Detective Superintendent Gordon Arbinja noted that the false claims were allegedly made under three compensation schemes, including the National Redress Scheme. He said the seven arrests were "just the tip of the iceberg".

"Claim farming" has been a substantial and growing problem in non-government schools with a big increase in claims of historical sexual abuse in the past few years. False claims of sexual abuse have had catastrophic impacts on innocent teachers, their families, their colleagues and the school community.

How the union can help

IEU officers received a briefing from our solicitors in 2024 outlining the issue and its impacts, and how the union can help if a member is facing such an allegation.

Aside from the impact on the wellbeing of the falsely accused, "claim farming" exploits genuine survivors of child sexual abuse.

Survivors deserve redress for crimes committed against them. Submitting fraudulent applications exploits those survivors and undermines the integrity of schemes set up to compensate them.

New laws drafted for NSW

Legislation has already been passed in Queensland to make the practice illegal and the NSW government introduced the *Claim Farming Practices Prohibition Bill 2025* into Parliament on 18 March.

This Bill seeks crack down on claim farming by:

- prohibiting a person from contacting another person to encourage them to make a relevant claim
- prohibiting a person from buying or selling a relevant claim referral, and
- preventing lawyers who are convicted of these offences from charging legal costs in relation to the claim, and to require them to refund any costs already charged.

"The NSW government is listening to advocates who have called for a ban on this predatory and exploitative practice that worsens the trauma experienced by victim survivors," said NSW Attorney General Michael Daley in a media statement on 18 March.

"We have carefully consulted with the community and are moving to stop the harm inflicted by this egregious behaviour."

The IEU looks forward to the passing of this legislation.

International Women's Day 2025 Rights, equality, empowerment

On International Women's Day, we come together to celebrate the strength, resilience, and unwavering spirit of women who have changed history, while also highlighting ongoing issues such as gender inequality and gender-based violence.

The United Nations' theme for 2025 was "For all women and girls: Rights, equality, empowerment."

With the IEU's membership comprising 76 per cent women, the union is committed to fighting for gender equality and protecting and enhancing working rights for women.

The IEU joined rallies, marches and events in Sydney, Newcastle and Bathurst to commemorate International Women's Day on Saturday 8 March.

Sydney

The IEU marched shoulder-to-shoulder with women from the union movement as well as sisters and brothers from the Burmese, Chilean and Iranian communities. When the march returned to Town Hall, chanting was replaced with solidarity songs sung by the Sydney Trade Union Choir.

A long-time activist for democracy in Myanmar, Debbie Stothard, gave a powerful speech highlighting the pivotal role women have played in the revolution in Myanmar since the February 2021 military coup.

"Last year, there were 2400 air strikes in Myanmar, more than all the air strikes of the previous three years combined," Stothard said.

"In the crowd today are pictures of women medics, fighters, and peace builders, who have been brutally killed by the military. The military has begun forcibly conscripting young people, including women, forcing them to join the army. Yet, we are still winning because of the energy of young women, LGBTQ+ women, women with disability, city women, village women – all fighting, all resisting."

Newcastle

In Newcastle, a strong IEU contingent marched to an IWD-themed sea shanty with the chorus 'hoo-ray and up she rises' as women from the disability community led the rally through Hamilton.

Returning to Gregson Park, the clear skies darkened and the rain set in. Yet the crowd settled in to hear the speakers. Among the speakers was 10-year-old Anondo Ognj who spoke with passion about dreaming big and being treated equally.

"Being a girl means being strong, smart and kind," she said. "It means lifting others up, chasing our dreams and never letting anyone tell us that we can't do something. Together we can create a world where every girl has the chance to shine."

Bathurst

The IEU attended the annual International Women's Day dinner hosted by the Catholic Education Diocese of Bathurst. Guest speaker Dr Saranne Cooke spoke about the Royal Flying Doctor Service.

On International Women's Day – and every day – the IEU supports its diverse membership as well as broader union and social justice efforts to deliver equity for women in salaries and conditions.



The IEU joined the International Women's Day march in Sydney on Saturday 8 March 2025.



IEU members join the International Women's Day march in Newcastle, Sunday 9 March.



IEU members and friends at the International Women's Day march in Sydney, Saturday 8 March.

Continued from page 1

Brindabella Christian College Staff finally paid after union takes action

Intense media interest

Matthews advocated on behalf of Brindabella staff in frequent media interviews in The Canberra Times and The Australian, as well as on ABC radio and television, radio stations 2CC and Mix 106FM in Canberra, and online publications RiotACT and news.com.au.

Brindabella has almost 1200 students at its two campuses. Tuition fees in 2025 range from \$10,575 a year for K-4 to about \$15,400 for Years 9-12.

Matthews said in the media that the school's worsening financial situation was puzzling given it receives both government funding and income from tuition fees.

Wages finally paid

At a hearing in the FWC on 3 March, Brindabella said it was seeking an "alternative funding source" that would enable it to pay staff overdue wages. Two days later, the school entered voluntary administration – a development welcomed by the union after the administrators from Deloitte offered assurances that staff would finally receive outstanding wages.

A letter to the school community from administrators Deloitte on 5 March said it was focused on ensuring the school continued to operate without disruption to classes.

On 7 March, dozens of Brindabella staff finally received their overdue pay as well as regular wages due that day.

Back to the industrial empire

Meanwhile, the union returned to the FWC where the administrator committed to providing regular updates to

staff, the wider school community and the union during the administration process. Matthews described this meeting as "productive and reassuring".

The failure to pay staff on time follows court action launched in February by the Australian Taxation Office over an \$8 million tax debt, which included penalties for not paying super to staff on time. At the time, the school said it had also been issued with a 14-day show cause notice by the ACT government to justify why it should continue receiving taxpayer funding.

The non-government Christian school has previously been investigated over a spate of governance and financial breaches.

Brindabella's grave financial situation had also come to the notice of federal Senators and prompted the federal government to scrutinise the school's finances and operations.

The union took Brindabella to the FWC in 2024 over unpaid superannuation.

With an administrator now in control of the school's finances, the union understands federal funding will continue.

Matthews said the appointment of an administrator was a "huge relief" after the ongoing uncertainty and would allow staff to "fully focus on doing what they do best – teaching and supporting students".

The union had stood with members at Brindabella throughout their protracted and difficult struggle to be paid their wages and superannuation, Matthews said. "We won't hesitate to hold employers to account in the media and FWC."

See also: President Glenn Lowe's report, page 2.



Weathering the storm

CYCLONE ALFRED

The IEU stands with our members on the Mid North Coast and North Coast who recently endured the effects of cyclone Alfred.

Almost 250 schools and many early childhood services throughout the region were closed for a few days in the face of strong winds, torrential rain and potential flooding.

We take this opportunity to provide a recap on your provisions in the face of natural disasters:

All school staff and early childhood staff: If your school is closed because of flooding, you should be able to work from home and not be required to take leave of any kind.

Catholic diocesan schools: If your school is open but you cannot get to work because of flooding, in most cases you are eligible for paid emergency disaster leave of up to five days.

Independent schools covered by the Association of Independent Schools (AIS) multi-enterprise agreement: If your school is open but you cannot get to work because of flooding, you may be entitled to up to two days of paid natural disaster leave under your MEA. You may also be entitled to personal/carer's leave in some circumstances.

Early childhood services: If your service is open but you cannot get to work because of flooding and if you have an enterprise agreement, check the wording of your agreement to see if you are entitled to emergency disaster leave. If the flooding means you need to care for a family member because of this unexpected emergency, you may be entitled to take personal/carer's leave.

Pressure mounts on G8 Education to fund paid parental leave

The IEU backs the campaign by activist shareholders to pressure G8 Education into funding paid parental leave for staff.

G8 is the country's largest sharemarket-listed childcare provider. It employs about 10,000 people - mainly women - at more than 400 childcare centres throughout Australia.

Yet it is in a minority of Australian employers in not offering paid parental leave in addition to the government-funded scheme to attract and retain staff.

Shareholders to vote

G8's shareholders will vote on a resolution to provide employer-paid parental leave at the company's AGM in Brisbane on 29 April after it was filed by lobby group Sustainable Investment Exchange (SIX) on behalf of more than 100 shareholders.

The resolution, which will be voted on by all G8 shareholders at the AGM, asks that the company follow the Workplace Gender

Equality Agency's best practice guide in creating a paid parental leave policy.

Members can also sign the union's petition calling on G8 to fund paid parental leave, which we plan to hand to the company's directors at the AGM: ieu.asn.au/petition-g8-paid-parental-leave

Call for economic equality

The IEU represents university-qualified teachers in long day care centres and non-government preschools in NSW and the ACT.

IEUA NSW/ACT Branch Secretary Carol Matthews said childcare providers such as G8 should provide staff with employer-paid parental leave to address the sector's staff shortages and high turnover rates.

"A lack of employer-paid parental leave contributes to women's economic inequality," Matthews said. "And a lack of paid parental leave exacerbates the 'motherhood penalty', whereby women suffer a dramatic loss in

earnings in the first years of parenthood."

More than 91 per cent of the early childhood education and care workforce are women.

Some ECEC employers fund paid parental leave for staff - including Uniting, Goodstart Early Learning, KU Children's Services and SDN Children's Services - because the union has successfully negotiated this provision into enterprise agreements.

The IEU welcomes the campaign by SIX to pressure G8 to fund paid parental leave for staff.

"Our members in G8 are women supporting other people's families," Matthews said. "They should have support for their own families."

Data from the Workplace Gender Equality Agency shows G8 had a 20 per cent gender pay gap for average total remuneration in 2023-24.

Time for CEO to step up

G8 Education chief executive Pejman Okhovat's salary package is reportedly worth

\$3 million a year. Yet university-qualified teachers at long-day care centres operated by G8 earn only a fraction of this salary and have no access to employer-paid parental leave.

Mr Okhovat last year said G8 was committed to working with the government, unions and the Fair Work Commission to "ensure the best outcome for educators in the sector so that we provide the best possible outcomes for children and families".

"Mr Okhovat should practise what he preaches through G8 funding staff paid parental leave," Matthews said. "Improving pay and conditions for teachers and educators in this sector means better learning outcomes for children."



Scan the QR code to sign the petition



A federal election is just around the corner, and it is vital that IEU members vote for politicians who will protect workplace rights legislated over the past few years.

Union members have made historic gains since the last election, including stronger rights for reps/delegates in schools. The new right to disconnect is especially relevant to school staff drowning under unrelenting workloads.

These improvements did not appear out of thin air but are the result of years of campaigning by union members for fair wages, secure jobs and better working conditions.

IEU members have been at the forefront of debates over new workplace laws - sharing their experiences with politicians, in Senate hearings and to the media about the changes that are needed in schools, preschools and long day care.

Our message is simple: better pay and conditions for teachers means better outcomes for students.

It is important to ensure your new rights are not rolled back by those in power after the upcoming election.

We invite you to reflect on the gains unions have won in the past two-and-a-half years and vote for the politicians who will strive to improve your pay and conditions.

Right to disconnect

New legislation was passed in February 2024 (in force from August 2024 for most employers) establishing the right for employees to refuse

unreasonable work-related contact outside normal hours. The IEU had negotiated similar entitlements with employers in NSW, Western Australia and Queensland.

Employer requests, parental queries and student contact often encroach on the personal time of staff. The growth of mobile technology and assumed 24/7 connectivity have only made this worse. But teachers aren't permanently 'on call'. They need valuable downtime to spend with their own family and friends.

While there is still much to be done to address workload pressures in schools, the right to disconnect will help overworked school staff by providing a right to refuse to monitor, read or respond to employer or work-related contact after hours or on weekends.

Stronger rights for union reps

Legislation passed in December 2023 included changes that grant stronger rights for union representatives in the workplace (called delegates under the legislation).

These changes include access to paid union training during normal working hours as well as reasonable access to communications with members and potential members.

The new laws prevent employers from unreasonably refusing to deal with union reps, from misleading them and from hindering, obstructing or preventing the exercise of their rights under the *Fair Work Act*.

From July 2024, new enterprise agreements

and all modern awards are required to have specific clauses on delegates' rights.

Early childhood gains

The federal government is funding a 15% pay rise over two years for teachers and educators in the long day care sector. In return for this funding, centres must agree to cap fee increases for parents at 4.4%.

Parents will also be guaranteed a minimum of three days subsidised childcare - regardless of how much they work or study - under legislation passed in February 2025 in another step towards universal childcare availability.

The Productivity Commission last year recommended scrapping the childcare activity test because it hurt the families who needed it most without leading to substantial increases in workforce participation.

If re-elected, the Albanese government has pledged a flat-fee system of universal childcare.

Labor has also promised a \$1 billion fund to help build more than 160 new childcare centres.

Building the future

The reforms implemented by the federal government represent the biggest changes to workplace laws in the past 25 years.

The IEU is proud to have played a part in passing these new laws, which go a long way to restoring fairness and a level playing field.

Brad Hayes Federal Secretary

Wins for union members

since 2022

New rights for all workers

- 10 days paid family and domestic violence leave for everyone, including casuals
- the right to disconnect
- a stronger independent umpire to help resolve long-running disputes and enforce genuine, good faith bargaining.

Greater job security

- more rights for casuals and a path to permanent work
- limits to fixed-term contracts.

New rights so we can win better pay

- more options for multi-employer bargaining to get wages moving
- stopped employers cancelling agreements during bargaining
- Fair Work given the power to arbitrate agreements if employers delay or frustrate negotiations
- workers cannot be worse off if Fair Work arbitrates an agreement.

New laws to improve gender equity

- better equal pay laws
- stronger laws to stop sexual harassment and discrimination
- stronger rights for parents and carers for flexible work
- expansion of the government Paid Parental Leave (PPL) scheme, increasing the total weeks of leave from 20 to 26 weeks by 2026 with super paid on PPL from July 2025.

New laws to stop wage theft

- made wage theft a crime
- an increase in fines for wage theft
- banned pay secrecy clauses
- made super a workplace right
- made it illegal to advertise jobs below the award wage
- made it easier and quicker to recover unpaid wages.

Stronger work health and safety laws

- improved access to workplaces for unions to deal with work health and safety.

Stronger together: How the IEU works

Here is the organisational structure of the Independent Education Union of Australia NSW/ACT Branch. We're the union for teachers and professional, operational, administrative and support staff and principals in Catholic schools, independent schools, early childhood education and care centres and post-secondary colleges.

Sub branches

The IEU has 20 sub branches: 19 geographical sub branches (listed below) and one for principals. All the reps from a particular geographical area meet once a term at their sub branch, along with their union organiser. Sub branches elect a president, deputy president, secretary and committee once a year in Term 1.

Sub branch meetings are a way for reps and members to provide feedback to the union about what's happening on the ground in their workplaces, and to meet and talk to reps from other schools and sectors. IEU organisers also attend to share union updates and information.

All chapter reps and IEU members who'd like to develop their union activism are warmly invited to attend their region's sub branch meeting. Each sub branch elects four to six delegates to Council (see right).

IEU sub branches: Central Coast; Central Metropolitan; Central West; Cumberland; Hunter Valley; Ku-ring-gai; Lansdowne; Metropolitan East; Mid North Coast; Monaro; North Coast; Northern Beaches; Northern Suburbs; North West; Penrith/Blue Mountains; Riverina; South Coast; South East; Southern Suburbs; and Principals.

Chapters

A chapter is the group of IEU members in each school or early childhood centre (excluding principals, who have their own chapter). Chapters are the union's foundation. When new staff join your workplace, it's always a good idea to personally invite them to join the union.

The chapter elects one or more reps (see below) and may also elect a chairperson and a secretary.

Reps

Each chapter elects a union representative (or rep; sometimes called a delegate). Some schools have more than one rep: one for teachers and one for support, administrative and operational staff.

The rep arranges chapter meetings, keeps members informed of union issues and liaises with your union organiser. They are the first port of call for IEU members in the workplace.

Members

The IEU has more than 32,000 members in non-government schools, preschools and long day care centres, colleges and other educational institutions throughout NSW and the ACT.

Our members are teachers, principals, administrative and support staff, learning support and wellbeing staff, and maintenance and operational staff. They are administrative staff, Aboriginal education officers, teacher's aides, laboratory assistants and library assistants, canteen staff, nurses, counsellors, boarding supervisors, bus drivers, groundskeepers, archivists and many other non-teaching employees in the non-government education sector.

Council

Council is the ultimate governing and decision-making body of the IEUA NSW/ACT Branch, bringing together up to 115 members elected by our 20 sub branches every two years. IEU Council also includes 22 members of the IEU Executive, who are elected by the full IEU membership every three years. This means there can be up to 137 members of Council.

Council meets four times a year in Sydney, on a Saturday, including an AGM in October, at which the union's Annual Report is presented. These meetings are an opportunity for delegates and union officials to exchange information and ideas and to consider and decide the business of the branch (excluding financial management: Executive; see below) in the interests of members.

IEU officers (organisers, industrial officers, some professional staff) also attend Council but do not have voting rights.

Each sub branch elects delegates to Council every two years (while the number of delegates is determined by the size of the sub branch, most are entitled to elect five or six delegates while principals elect four).

Executive

The Executive consists of 22 members who are elected every three years, with current financial members entitled to vote. The Executive is responsible for the branch's financial management and for overseeing strategic priorities between quarterly Council meetings.

The Executive includes the Secretary, Deputy Secretary and two Assistant Secretaries who oversee the union staff (see below) in the day-to-day running of the union, and negotiate for pay and conditions in enterprise agreements for members. The Executive also includes honorary positions, including the President, who chairs Council meetings and Executive meetings, a Deputy President and five Vice Presidents who represent the interests of members in the ACT, Catholic systemic schools, independent schools, support staff, and early childhood services.

Chapters and reps

Sub branches

Council and Executive

Staff

The IEU has about 80 staff across our five offices in Canberra, Lismore, Newcastle, Parramatta and our main Sydney headquarters.

We have about 30 organisers and eight industrial officers (see pages 9-11) as well as professional staff including our accounts team, membership team, IT, reception and administrative staff, media and communications team and professional engagement, policy and child protection staff.

IEU MEMBERS
32,000 strong

Members

Staff

SPOTLIGHT ON REPS

IEU reps share how they're building strong chapters. Strong chapters make for a strong union and therefore greater bargaining power for all members.

Alison Lee

Emanuel School, Randwick



Inspired by the IEU's successful 'Now's the Time' pay rise campaign for teachers and professional and operational staff in independent schools, Alison Lee took on the role of co-rep at Emanuel School in Randwick, a preschool-to-Year 12 school for Jewish students, in late 2024.

"We wanted to get everyone signed on to the union's petition [calling for a new bargaining stream], so I wanted to be part of that – I really wanted to be proactive in that area," Alison said.

Members at the school are pleased with the successful outcome and have been encouraging others to join. "We've got really high union membership at our school, and it was a good step just for people to go, 'oh yes, the union can actually make changes'," Alison said. "So it's more incentive for people to say, 'Well, look at what we achieved, why don't I join the union too?' And we can give them that reason."

In talking to potential members, Alison reminds them that they probably have home insurance and car insurance, so why not have work insurance as well. And the 'Now's the Time' campaign means "they can see the direct success of the union".

A HSIE teacher who is also head of library, Alison's been an IEU member since she joined Emanuel School a few years ago, after teaching in Singapore. "I realised it was super important to join the union because, working with young people, you can be in a vulnerable position," she said.

Alison also supports the union as a collective. "Being a member of the union is all about protecting yourself, but also about protecting your colleagues, and pushing for the rights of workers," she said.

It takes two Faye Katsoulas, Jacob Wills

St Anne's Catholic Primary School, Strathfield South



Faye Katsoulas and Jacob Wills share the role of union rep at St Anne's Catholic Primary School, Strathfield South. They tell us how they do it.

Faye Katsoulas, co-rep

Faye Katsoulas is a co-rep at St Anne's Catholic Primary School, Strathfield South, where she teaches Year 2.

"I joined the IEU when I first came to my school, so it's been five years now," Faye says. "My school is very pro-union, and others really encouraged me to join initially, so that's what made me join the union."

Faye was also inspired by the 'Hear our Voice' campaign for teachers and support staff in Catholic systemic schools in 2022-23, which resulted in pay rises of 8%-12% for NSW teachers, 11%-19% for ACT teachers and 6.5%-20% for support staff.

"I saw a lot of change with the strikes – it was very impactful, and I really liked how much change came from it," Faye says. "When one of our reps went on maternity leave, I took over and I'm really enjoying it."

"I put my hand up, I was happy to take it on board. I'm glad I've had my first year doing it."

This year, Faye would like to see more release time for programming. "Having even half an hour to an hour extra a week would make such a big impact," she says. "At a small school, we don't have coordinators, so everyone kind of wears

a lot of hats, so more RFF time would really support building the school up and getting more done."

Jacob Wills, co-rep

Jacob (Jake) Wills is a teacher at St Anne's Catholic Primary School, Strathfield South, where he teaches Year 3 part-time, and on other days "I am casual everywhere and I'm also release," he says. Jake joined the IEU almost two years ago.

Feeling very supported by all staff at the school, Jake became co-rep with Faye so he could, in turn, support her. "We wear a lot of hats, and I felt that, I'm a graduate and I'm temporary, but I've been supported in every aspect," he says. "So, I wanted to give back a little bit, and I thought I'll do union repping with Faye, and I'll just help as much as I can."

Jake attended reps' training with Faye in late 2024 so he could learn as much as possible about the rep's role. He says more RFF at his school would make a difference. "It's the big one," he says. "We're a small school, we have under 100 kids at the moment, and I would say a third of them have substantial needs."

With so many students requiring support, Jake and Faye say they would welcome more diverse learning teachers and learning support officers.

The number of students at St Anne's is expected to grow in 2025, and Jake and Faye also want more support for their EALD students (English as an additional language or dialect).

Sophie Cole

Central Coast Grammar School



New IEU rep Sophie Cole shares the role with a colleague, who has been in the position for many years. It's a balance that works well for the English teacher at Central Coast Grammar School.

While she's learning a lot from her co-rep, Sophie still had much to gain at a recent IEU reps' training day. "I'm learning a lot – I think the scenarios that we've been provided with are really beneficial, because I'm able to see what kind of strategies and support we can offer," she said.

Sophie became a rep about six months ago during the IEU's 'Now's the Time' campaign for pay rises for staff in independent schools.

"There was a lot of rallying within our school, and our current rep just needed a little bit of help, and she asked if I'd get on side," Sophie said. "And that was how it started."

After moving to Australia from the UK, Sophie joined the union as soon as she entered the workforce here. "Unions have always been

a massive thing in England, so it was just an automatic thing for me when I came over to Australia, it was just a natural transition," she said.

When Sophie approaches potential members about why they should join the IEU, she focuses on the value of support.

"It's mainly about feeling that you have support behind you, and if you would like any advice, then you've got someone to go to who has your corner," she said.

Workload is the pressing concern in Sophie's chapter. It's about "just trying to make sure there's equity amongst the teams and trying to support each other and managing our expectations and our time within the school campus", she said.

Workload transparency is key, Sophie added. "Probably the big thing for all the feedback that's coming from my peers and my colleagues is just wanting to understand what the parameters are behind face-to-face hours," she said.

Jonny Firth

St John XXIII Catholic College, Stanhope Gardens



Jonny Firth teaches PDHPE as well as VET fitness, helping students obtain a Certificate III in Fitness, at St John XXIII Catholic College in Stanhope Gardens.

He decided to become a rep after witnessing "the good of what the union was doing".

The school has a strong union chapter and Jonny pointed to former rep Michael Power as a role model.

"I started working alongside him and then got elected to be co-rep with him," he said.

Jonny's father was a teacher, and he said he grew up in a household where "I had a really passionate male role model who was a great educator".

"So, I always thought it might be something I go into," he said.

After university, Jonny travelled to the United States and backpacked throughout Europe before returning to Australia where he fell in love with teaching.

Jonny has been a union member since joining the profession almost two decades ago.

"That comes from my father too, who was a union member through-and-through," he said. "He's from working class northern England, so he grew up with a whole family of strong union members."

"I saw the benefits of that so the first day I started teaching I joined."

Jonny said the union provides a support network that fights for the rights of teachers for better working conditions, pay and "just making sure we're being looked after".

As a rep, Jonny said he hopes to share his passion for the union with other teachers and support younger members to access workplace entitlements or those who may be experiencing troubled times.

"Sometimes it's just being someone they can talk to and someone they know if they need to have a challenging meeting, they know they have me to be a support person."

MEET OUR NEW ORGANISERS

The IEU welcomed three new organisers in February. Union organisers are the link between reps, members and the union office.

- Organisers promote union growth and support reps to build strong chapters by recruiting members.
- They attend chapter meetings to listen to your concerns and ideas and to provide union resources and information.
- Our organisers cover schools across Sydney and travel far and wide to talk to members in every part of NSW and the ACT.



Emily Cranney

Wollongong and South Coast region

Emily Cranney brings a wealth of experience working in Catholic systemic and independent schools to her new role as an IEU organiser based in Wollongong.

She has been a teacher and counsellor in primary and secondary schools and, most recently, was in a leadership role at a Special Assistance school.

"I believe the many roles I've had in education have given me a greater understanding of what staff in schools face on a daily basis, no matter the sector," Emily said.

"It certainly helps me to empathise with and support members."

Life as an organiser is busy, but each day offers new challenges.

"There is so much variety to the role," Emily said. "From visiting schools for chapter meetings to supporting members with a range of individual matters, the days and my email inbox fill up very quickly."

Emily steps into the role of organiser after more than 20 years as a union member and rep.

She has always had a passion for improving working conditions for staff and furthering educational outcomes for students.

"The role of organiser felt like a natural progression, utilising the breadth of my experience and giving me the opportunity to work more closely with staff to make teaching a more viable and sustainable profession," she said.

Outside of work, Emily loves spending time with her family, friends and dogs Reggie and Ollie.

"Wollongong is a fantastic place to live," she said. "I love being able to walk my dogs on the beach, it makes for a great work-life balance."

Emily is also excited about having an office in Wollongong: "I believe it will make the South Coast organisers a lot more accessible to members and reps."

Emily said she hopes to develop strong relationships with her chapters, communicate effectively and "support members when they most need it".

She also wants to work collectively with other members to improve the conditions of all staff working in schools.

"Each day I have worked so far has been rewarding – whether that is helping a distressed member or celebrating union wins with our members, but also finding out what work still needs to be done," she said.

Raelene Maxworthy

Newcastle and Hunter region

Raelene Maxworthy is a familiar face at the union. A member for almost two decades, Raelene has been an elected representative on the NSW/ACT Branch Executive and Council delegate for the North West Sub Branch.

She also served as the IEU representative on NSW Education Standards Authority's (NESA) vocational education and training committee.

Raelene initially trained as an English and History teacher but after retraining, she taught mainly in the technological and applied studies (TAS) key learning area.

She taught at K-12 boarding school Calrossy Anglican School after more than 15 years in Catholic systemic schools in Tamworth.

Raelene said she had been fortunate to teach in "strong union schools" with great leadership from reps.

"I was engaged through the union on education issues as well as industrial and professional issues," she said.

Raelene also worked at NESA on curriculum development as a subject matter expert – a job she described as "fantastic".

"I was able to be part of the syllabus development process for technology subjects, collaborating across NSW with teachers, sectors and stakeholders," she said.

Raelene is passionate about addressing the ever-increasing workload burdens imposed on teachers.

"I've always been mindful that nothing's ever taken away from teachers – overcompliance, curriculum implementation, ever increasing demands in wellbeing, all facets of school operations," she said.

As an organiser in the IEU's Newcastle office, Raelene hopes to increase membership by showing the value of solidarity, unity and encouraging people to join the union to achieve better outcomes and professional respect.

"I deeply value the work of teachers," she said. "I really want to serve members and advocate for them."

"Making teaching joyful again for teachers is really important," she added.

Apart from her new role as an organiser, Raelene and her family are busy settling into their new home at Lake Macquarie after moving from Tamworth last October.

"It's a very big move," she said. "But we love it."



Sean van der Heide

Mid North Coast region

Sean van der Heide taught history, philosophy and psychology at schools in Sydney and Canberra for eight years before joining the ACT branch of the Australian Education Union in 2017 to become an organiser.

Sean said he was "hugely passionate" about securing pay increases for teachers, reducing workloads and protecting member health and safety.

"You get into teaching because you want to have an effect on changing students' lives," he said. "I saw this as an extension of that – I can continue to improve the lives of students by improving the lives of teachers."

"Teachers need to be happy and healthy and have all their needs met to be the best they can be in front of their classes every day."

During his teaching career, Sean said the job has become increasingly difficult, with teachers forced to shoulder heavier workloads.

"Teaching is a challenging job," he said. "You have to deal with the community and parents and students. That also became a harder part of the job."

Sean attributes workload pressures to ongoing teacher shortages and the burden of administrative and compliance paperwork.

"Teaching is hugely demanding," he said. "It's unreasonable to expect one person to do all the things that a teacher is expected to do without giving them the extra support and resources to get the job done."

Besides starting a new job, Sean and his family also embarked on a sea change, moving from Canberra to Urunga on the NSW mid-north coast.

The nation's capital was a "wonderful place" to live with his partner Zoe but, he said, "We wanted to move to a sunnier, warmer climate where the kids could be outside and play around a lot more."

A keen cook, Sean said he was learning about native ingredients to make "run-of-the-mill" dishes such as bush tomato relish, wattle seed mayo and kangaroo burgers.

Sean is based in the IEU's Lismore office and visits schools up to two hours away from his home. He has already clocked up more than 2000 kilometres in just his first month in the job.

Sean said a key part of his role is attracting more members, especially in sectors with lower union density.

He said this year's substantial pay rises for teachers in independent schools showed the power of the union and collective action by members.

"I am a huge believer in growing our strength and the way to do that is to grow membership," he said.



Preschool pay push and billion-dollar fund

Michelle Thompson

Vice President Early Childhood Services



What a busy start to the year in the ECEC sector!

The union is still pressing the NSW government to fund pay rises for community preschool teachers through our Unite for Change campaign, launched in July 2024.

In the space of just a few short months, the IEU's preschool ambassador team have attended several meetings at the Fair Work Commission, uniting in their tireless efforts for pay that is comparable with teachers in schools.

The most recent meeting was on 5 March, before Deputy President Judith Wright. In attendance were our IEU member ambassadors Margaret Gleeson, Bridget Isichei, Melinda Gambley, Jodie Cox, Raelee Smith and Janene Rox, together with IEU officials Michael Aird and Kate Damo. Peak body Community Early Learning Australia (CELA), for the employers, was represented by CEO Michelle Carnegie and Director of Policy and Strategy Laura Stevens.

Government officials declined to attend this meeting, saying they had not yet formed a position. But they assured the IEU they will attend the next meeting on 26 March.

During the 5 March meeting, the parties discussed a draft agreement the IEU had shared with CELA for consideration. CELA

was mostly supportive of the conditions, but is seeking certainty in government funding before committing.

We left the meeting with a plan to expedite the bargaining process which includes sending the NSW government an outline of expectations for the next three meetings.

So far, 103 preschools across NSW have joined the bargaining for this revolutionary pay rise claim and new agreement.

Your preschool can still join us: call the IEU on 8202 8900, or email us at eccec@ieu.asn.au.

Unite for change: What we're calling for

Overarching equity and parity with NSW government preschools and schools.

Pay: substantial wage rises to secure parity with teachers and educators in school settings.

Conditions and rights at work: substantial improvements to better support preschool teachers and educators by providing equity with school settings, including more non-contact time, professional development, parental leave, personal leave and rights for union delegates.

All costs in securing the future of the preschool sector to be fully funded by the NSW government.

In the headlines

The early education sector has been in the headlines with Labor promising a \$1 billion fund to help build more than 160 new childcare centres.

The federal Labor government has also scrapped the activity test that dictates parents' access to government childcare subsidies as part of reforms to the sector. This is a positive step: children's access to early education and care should not depend upon their parents' employment status.

Both of these moves are steps along the path to Labor's stated goal of establishing universal childcare.

Safety breaches

A daycare operator that had recorded hundreds of breaches yet was permitted to keep its doors open has prompted the NSW government to review the rise in safety breaches in daycare centres and how they are handled by the regulator.

When working in early learning settings, it is vital for staff members to be aware of their responsibilities as a mandatory reporter, and how concerns can be raised.

The Office of the Children's Guardian offers free training in developing a Child Safe Risk Management Plan to identify and respond to risks in your early learning setting. It is a worthwhile professional training course when we have responsibilities in keeping the children in our care safe.



Unite for change Join our pay rise campaign for community preschool teachers

Has your community preschool joined the IEU's Unite for Change campaign? We're negotiating with the NSW government and peak body Community Early Learning Australia (CELA) in the Fair Work Commission for preschool teachers to be paid comparably with teachers in schools.

Meet Director Bec White and Educational Leader Carly Bonner of Beacon Hill Community Kindergarten, which is one of 103 community preschools throughout NSW who have signed on for a potential new multi-enterprise agreement.

If your community preschool would like to be part of this historic campaign, we urge you to contact your organiser or call us on 8202 8900 and ask for an organiser in the ECEC sector.

Long day care teachers and educators

Join the new agreement for a

15%
 pay rise

Unions, the federal Labor government and employers have worked together to make a new multi-enterprise agreement with 15% pay rises funded by the government.

Is your centre part of this historic deal? It's not too late.

If your centre joins the new agreement, you'll get:

- a 10% pay increase backdated to 2 December 2024
- another 5% increase from 1 December 2025
- improved pay progression for Provisionally Accredited Teachers
- paid release to mentor early career teachers
- paid leave to attend union training

Find out how we can help you get a 15% pay rise.

Call the IEU on 8202 8900 or email eccecwrp@ieu.asn.au



**Scan to find
 out more**

Change without t

The national Teacher Workload Impact Assessment and AERO's *Insights into Implementation* res

Teachers are, and always have been, incredible change agents in their schools, writes Assistant Federal Secretary Veronica Yewdall.



The Covid pandemic provided a stunning demonstration of the capacity of teachers to pivot and adapt to meet the needs of their students. However, widespread and relentless churning of initiatives, and ill-considered or unhelpful implementation processes, significantly intensify teacher workloads and often produce results that fall short of the intended outcomes.

The IEU has consistently asserted that initiative implementation processes that fail to consult meaningfully with teachers, consider existing or potential implementation workloads, or monitor impacts throughout the process, are driving the excessive and unsustainable expectations that lead to burnout and exacerbate the teacher shortage.

Rushed implementation, followed by hasty jettisoning of an unsuccessful program, and the rapid adoption of another initiative, form an unsustainable cycle that adversely affects student outcomes and saps teachers' energy.

The national Teacher Workload Impact Assessment tool

In July 2023, the IEU and other members of the National Teacher Workforce Action Plan (NTWAP) Working Group were approached by the Australian Government Department of Education to provide feedback on the draft Teacher Workload Impact Assessment tool. Several IEU recommendations were incorporated into the tool.

The finalised Teacher Workload Impact Assessment (TWIA) was agreed by Education Ministers in December 2023. Consistent with Action 20 of the NTWAP, the TWIA will be used on National Policy Initiatives in the Better and Fairer Schools Agreement and be considered by Education Ministers during negotiations.

However, the IEU has always strongly supported the need for far broader application of the TWIA and asserted its value as a logical and consultative framework that is likely to reduce workload intensification for teachers and improve the continuity and maturity of initiatives, thereby supporting more consistent student outcomes.

The TWIA is an interactive tool, providing the capacity for agencies to fill in responses to a series of questions and requiring further exploration of any identified workload implication. While the TWIA was developed for the assessment of national initiatives, the IEU believes it is a sequential framework that genuinely seeks to address the teacher workload impact of initiatives and could be usefully implemented at school and system level.

The union has been provided with the final version of the national Teacher Workload Impact Assessment tool, but it is not available digitally at this time.

the churn

Assessment Tool Research

The TWIA framework as it might be used in a school or system context

There are nine steps in the TWIA process. The IEU has removed references to national policy initiatives in the tool to show how it could have broader application for schools and systems.

1. Initial assessment

Will the proposed initiative require, or could it require, changes to the systems of work in schools, teacher roles and responsibilities or compliance obligations which would influence the existing duties of teachers and school leaders?

2. A description of the problem

Is the issue supported by evidence and data?

3. The rationale for policy change

An explanation is required to justify why intervention is necessary to address the problem.

4. The objectives for the proposed policy change

What are the objectives for the policy change?

5. A summary of the proposed initiative and other options considered

A detailed summary of the proposed initiative, who is responsible for implementing the initiative and timeframes for delivery is required:

- How will the proposed initiative achieve the stated objectives?
- How will success be measured?
- What is the expected interaction with schooling systems and the teacher workforce?
- Outline alternative options and why these alternatives are not preferred.
- Why existing initiatives or policies could not be leveraged, re-purposed or altered to achieve the same outcome?

Have these initiatives reached the stage of independent implementation by teachers?

Are teachers still engaged with professional development and feedback on implementation?

Has the timing of the introduction of the initiative been sufficiently considered, in consultation with teachers?

6. An assessment of the potential workload impact on teachers and school leaders

- How does the initiative impact jurisdictions differently?
- How does the initiative impact individual sectors differently?
- Does the initiative impact disadvantaged schools, complex settings including regional, rural and remote?

What is the impact on teachers in these settings?

Identify how the proposed initiative will impact teachers, school leaders, students and resources in diverse school settings.



- Does it have a disproportionate impact on different teachers (First Nations, subject specialists, early career, Highly Accomplished and Lead Teachers)?
Assess the impact on these teachers where the impact is not uniform.
- Identify potential unintended impacts on teachers, school leaders, students and resources in diverse school settings.
Do additional teachers, support staff or resources need to be obtained? Are there additional costs associated with recruitment, on-boarding, release time and training?
Does the initiative require teachers and students to pivot to different content or pedagogy? Is such change likely to disrupt the continuity of learning?

7. An assessment of the potential impact (positive or negative) on core duties

- How will the initiative impact teachers in performing their role? This section should focus on the impact on core teaching duties. Identify the core teaching duties this initiative will impact including adjustments to existing work practices and workload. This assessment should not just reflect a simple time-cost but should also take account of any workload intensification such as increased emotional labour or cultural load.
- Is the impact different on school leaders? This section should identify the core leadership and administration duties this initiative will impact, including adjustments to existing work practices and workload.

8. Assessment of the potential time impacts

Assess the time and resources needed to undertake or provide any additional support and/or training requirements for teachers and school leaders and if time is required for ongoing maintenance of these skills. If significant impacts are identified at Question 7, the response to this question should identify commensurate levels of support.

9. Any additional regulatory or reporting requirements related to the initiative

Undertake due diligence to ensure there are no existing initiatives in place that can be leveraged, re-purposed or altered to achieve the same outcome. Ensure that the initiative does not lead to the duplication of existing tasks or administrative duties. Identify the reporting requirements (both one-off and ongoing) and provide an assessment of the time needed to complete them and if they can be undertaken by support staff.

More support for appropriate implementation processes

AERO's *Insights into implementation* research

During 2024, the Australian Education Research Organisation (AERO) produced a series of explainers to support strong and manageable change processes in schools.

The government agency charged with providing evidence-based research to the education sector, AERO, also produced a discussion paper, *Insights into Implementation*, to support sustainable initiative implementation.

AERO's Explainers provide important support for school leaders and teachers who would like to start a conversation at their school about proposed initiatives, and how to manage them without workload intensification. Some of the key findings relate to issues the IEU has consistently raised, including:

- the proposed initiatives should be a response to a specific school-based challenge
- the readiness for use of the proposed initiative should be evaluated
- barriers (such as competing new programs) must be addressed (not just acknowledged)
- competing initiatives should be pruned
- there is great value in discussion with all staff involved and regular debriefing of experience/progress
- avoidance of burdensome documentation is recommended

All excerpts from AERO's *Explainer* documents are used with permission

From AERO's *Explainer*: Monitoring implementation outcomes

- ... schools should focus on monitoring those outcomes (sic) that are most relevant and realistic for their context.
- Collecting data to assist with monitoring implementation outcomes should leverage what a school is already doing. It doesn't need to be time-consuming or burdensome.
- Feasibility (Considerations)

To what degree does our school have the time and resources to dedicate to implementing this evidence-based practice?

What might need to change to ensure teachers are supported by systems and structures during this period of change (ie timetabling, release time, resource availability, access to coaching, etc)?

How will we check what staff think may need to change?

AERO CEO Dr Jenny Donovan: "One of the things that we recommend is to do a diagnosis of the area of need. You can examine the learning and teaching model to find what the solution is, but that diagnosis of where you begin, needs to come first.

"Implementation is absolutely context specific, because where every school is up to, the background of the teachers, the specific areas of learning achievement that the students might be demonstrating... all of those things will be different from one school to the next."

Excerpts from AERO's *Explainer*: Taking an evidence-informed approach to implementation

- When selecting an evidence-based practice, schools need to consider how implementable it may be. In other words, schools need to consider how ready for use the practice is, or the effort required to operationalise it into implementation strategies, such as professional learning materials, so it can be consistently applied by teachers.
- Address enablers and barriers: Every implementation effort will experience enablers and barriers that can help or hinder the process. Understanding exactly what's acting as an enabler or barrier within a school context is useful, but being prepared to respond to this information is key to effective implementation.

AERO CEO Dr Jenny Donovan: "School leaders need to know in the first instance, what is it that teachers are doing, what's informing their practice, what experience and expertise do they have that will ready them for adopting a new or different or changed practice? What needs to be provided to them?"

"Care needs to be taken with how an initiative is presented, so that it isn't just 'Well, here's the thing that you should be doing, because the evidence says so.' You need to consider the story, 'we know that this works, but let's explain why it works. Let's drill into this new idea and understand what sits behind it, in terms of cognitive science or the empirical data', for example, to help people feel reassured about the change of direction."

From AERO's *Explainer*: Addressing enablers and barriers to implementation

- There's great value in all teachers and staff who are involved in implementation discussing and suggesting actions to address current barriers and strengthen enablers.
- When enablers and barriers have been identified and prioritised, and staff have had the opportunity to suggest how they might be addressed, leaders can consider the strategy (eg coaching and modelling) they might use to reduce or remove a barrier.

AERO CEO Dr Jenny Donovan: "It's absolutely more about the putting it (the initiative) into practice than it is about the endless meetings to talk about it or requiring unnecessary documentation or other busy work.

"... Instead, at each of the stages, you've got a tollgate where you stop and reflect, 'how's this going, are we taking everyone with us, who still needs some convincing, where do we need to cycle back into a bit more explanation?' The idea of staging is to help chunk out the task of implementation and give you the opportunity to reflect on where you're up to and where you want to be and what might need some more attention along the way. It needs to be a conscious and deliberate approach that you take, otherwise you're really just crossing your fingers and hoping for the best."



Conclusion

The IEU proactively engages with federal and state agencies to find meaningful solutions to address unsustainable workloads, including through collaboration on official guidelines such as the NCCD Evidence Fact Sheet, the Australian Teacher Performance and Development Framework Fact Sheet and NESA's Curriculum Programming and Record-Keeping Fact Sheets, or through highlighting helpful frameworks provided by federal agencies.

Invite non-members at your school to join the IEU and help support this critical work.

IEU marches with Union Pride

IEU members once again joined the Union Pride float at this year's Sydney Gay and Lesbian Mardi Gras to celebrate our diversity.

Led by Australian Council of Trade Unions (ACTU) President Michele O'Neil, union members marched in front of hundreds of thousands of people lining Oxford Street in Darlinghurst.

The IEU was represented by Professional Engagement Coordinator Patrick Devery.

"The IEU is proud to participate in Mardi Gras as part of Union Pride," Devery said. "We are always stronger through diversity."

This year's Mardi Gras took place as the NSW Law Reform Commission reviews the state's anti-discrimination laws.

It is unlawful for most employers to discriminate on the basis of an employee's sexual orientation, gender or transgender status, pregnancy, disability, marital status or use of fertility treatments. However, all non-government schools still have special exemptions that allow them to treat staff in ways that would be prohibited elsewhere.

"Schools of faith can continue to thrive without the need to discriminate," said IEU Secretary Carol Matthews in a media statement in 2024. "School employers have nothing to fear from modern community standards."



ACTU President Michele O'Neil with IEU Professional Engagement Coordinator Pat Devery ready to march with Union Pride at the Sydney Gay and Lesbian Mardi Gras on 1 March.

AROUND THE GLOBE

Around the globe brings you international news about injustices and workers' rights. If injustice exists anywhere, it exists everywhere.



Image credit: Chicago Teachers Union

United States: Educators push back against Trump

Educators across the US are pushing back against a wave of policies from the administration of President Donald Trump, whose education agenda focuses on privatisation, dismantling the Department of Education, attacking immigrant students and families, eroding civil rights, and limiting academic freedom.



When our schools are under attack, what do we do? STAND UP, FIGHT BACK! Yesterday, CTU members from across the city walked into their schools to show that we will not back down to Trump's hateful agenda. When it comes to protecting our students, our educators will advocate for what's right.



February 6, 2025 at 1:57 PM Everybody can reply

"In the United States, we face an authoritarian threat unlike anything we have seen in our lifetimes," said Randi Weingarten, president of the American Federation of Teachers (AFT). "President Donald Trump is swiftly implementing destructive, dehumanizing, and undemocratic dictates."

Since taking office on 20 January 2025, President Trump has introduced a series of measures including policies that have cut federal funding for students with disabilities, allowed immigration raids near schools, targeted educators over how they teach history, slashed research funding, and reduced support for school lunches for vulnerable students.

Reference: United States: Education unions denounce Trump's attacks on students, teachers, schools, academic freedom, civil rights, public education, democracy, and even school lunches for vulnerable children, *Education International*, 12 February 2025.

United Kingdom: Gender pay gap widens

Shocking figures released on International Women's Day reveal a growing gender pay gap for head teachers in the UK, a trend that's worsened over the past 13 years.

The National Association of Head Teachers (NAHT), the union representing more than 49,000 head teachers in England, Wales and Northern Ireland, reports a gender pay gap of over £8600 annually for head teachers (about \$A17,700), with a nearly 6 per cent increase in the past year alone.

"We have seen a major erosion of school leaders' pay over the last decade, but for women there has been a 'double hit' that must be tackled," said Paul Whiteman, NAHT General Secretary. "The gender pay gap plagues every part of the education sector, but for some areas of leadership it has now grown so wide that it is a chasm."

These damning gender pay gap figures serve as a stark reminder that, even in a profession dominated by women, true equality remains elusive, despite considerable advancements worldwide.

New Zealand: Teacher aides fight for equity

Teacher aides are considering legal action against the Ministry of Education under the *Equal Pay Act* due to a recent review revealing a pay disparity of up to 17% compared to men doing work of equal skill and value.

In 2020, an initial pay equity settlement significantly improved the financial situation of teacher aides at the time but has since been eroded by the rising cost of living.

NZEI Te Riu Roa, the union representing teacher aides, emphasises the need for the government to uphold its commitment to equitable pay and acknowledge the crucial, often unseen, work they perform in supporting students.

Watch this space as teacher aides engage in nationwide discussions in the coming weeks to determine their next steps, including the potential for legal action, to ensure their professional expertise is valued and that they achieve genuine pay equity.

Reference: Teacher aides for pay equity to be upheld on International Women's Day, *nzeiteriuroa.org.nz*, 8 March 2025.



Vanuatu: Teachers continue strike

In June 2024, more than 1000 teachers across Vanuatu walked off the job, demanding their budget be managed by their employer, the Teaching Service Commission, rather than controlled by the Director General of the Ministry of Education and Training.

On 19 June, the strike was called off after an agreement was reached requiring the government to come up with a plan on how it will pay entitlements. The industrial action resumed in late August after negotiations failed.

More than six months on and despite continuous negotiations between the Vanuatu Teachers Union (VTU) and the government, more than 600 teachers remain on strike as a resolution remains elusive. Following a snap election in January 2025, newly elected Prime Minister Jotham Napat has pledged to resolve the strike as a top priority.

In mid-June 2024, IEUA Assistant Federal Secretary Veronica Yewdall joined the Secretary General of the Council of Pacific Education (COPE) and representatives of Pacific education unions at a COPE Executive meeting in Port Vila, Vanuatu.

Representatives from the Solomon Islands National Teachers' Association, the Samoa National Teachers' Association, the Fijian Teachers Association, the Australian Education Union and the New Zealand Post Primary Teachers' Association were at the meeting.

The COPE Executive coincided with industrial action by members of the VTU. While Veronica and her colleagues were already scheduled to attend training with the VTU, they were able to meet with VTU's Secretary General Jonathan Yona to express solidarity with those taking industrial action.

"The IEU continues to follow the situation and respond to requests from COPE regarding expressions of solidarity and financial support for our VTU colleagues," Veronica said.

"Engagement with COPE and supporting teachers in Vanuatu is a natural extension of the IEU's commitment to solidarity and social justice.

"It is also key to developing a strong network of education unions in the Pacific, collaborating to improve the working lives of teachers and ensure equitable education outcomes for all."



Time capsule: 1985

They're probably not two people you'd expect to see in the same sentence, but the year was 1985 and China's leader Deng Xiaoping was the Time Person of the Year while actor and comedian Paul Hogan was Australian of the Year.

It was a big year for literature, with author Margaret Atwood publishing *The Handmaid's Tale* (which became a hit TV series in 2017); Gabriel Garcia Marquez published *Love in the Time of Cholera*, and John Irving released *The Cider House Rules*.

Bob Hawke was Prime Minister and Neville Wran was Premier of NSW. The federal Education Minister was Susan Ryan while Rodney Cavalier was Education Minister in NSW.

Mental as Anything and the Models topped the Countdown Music Awards and on TV, the nation's viewing habits included *A Country Practice*, *Sons and Daughters* and *Perfect Match*. At the movies, *Out of Africa* won the Academy Award for Best Picture.

Diverging directions

The IEU was known as the Independent Teachers Association (ITA) and it was a pivotal year for our union.

The ITA's rapid growth and its increasingly muscular voice in both the professional and industrial sphere attracted great interest, with internal political divisions characterising the pages of *Newsmonth* throughout 1985.

Broadly speaking, there were those who wished to pursue a more independent and assertive industrial line and those who preferred a more conservative agenda.

Sex ed spurs division

There was certainly considerable disquiet the year before when the ITA organised a symposium entitled, "Human sexuality and the school" to discuss whether sex education should be taught in schools.

Reverend Fred Nile's Festival of Light and a group claiming to represent Catholic parents actively lobbied against the proposal. The symposium went ahead.

Opposing opinions

Allegations and counter-allegations of extreme left-wing and extreme right-wing external political interference of the ITA were features in the Letters to the Editor pages in *Newsmonth*, and later between the opposing camps of the Secretary and the President of the ITA.

Allegations that conservative Christian lobby the National Civic Council (NCC) was seeking to influence or infiltrate the ITA aroused considerable concern among members.

Tony Abbott, then a student priest and aspiring journalist with now defunct current affairs magazine *The Bulletin*, interviewed ITA General Secretary Michael Raper and published a polemic against the ITA's policy on privacy in employment.

The opening clause of this policy, which hardly seems controversial today, may provide a sense of the tensions at play and the workplace rights the union was attempting to secure for its members in 1985:

1.1 Teachers do not forego their ordinary civil rights upon entering the teaching profession and therefore the ITA opposes any behaviour, communication, investigation, activity or campaign which would

invade the right to privacy of any teacher in employment or offering for employment.

Ultimately, the executive election of 1985 demonstrated strong support for General Secretary Michael Raper and his team, with Alan Burke becoming the newly elected President. (Tony Abbott subsequently left the seminary and became Australia's 28th Prime Minister.)

Strong growth and ACTU affiliation

In 1985 the ITA had more than 11,000 members. 563 new members joined that year and 97 of these are still members today. Congratulations to these 97 who qualify for their 40-year anniversary gift.

Happy 40th birthday Lansdowne! The Lansdowne Sub Branch, which covers schools from Lakemba to Liverpool including Auburn and Fairfield, was established in 1985 as the ITA's 14th sub branch.

The Independent Teachers Federation of Australian (ITFA), as the IEU's combined federal union was then known, had 17,000 members (the IEU now has 75,000 members throughout Australia).

In 1985 ITFA affiliated with the ACTU and representatives attended the union's first ACTU Congress. They added their support to the Prices and Incomes Accord (Mark II) and contributed to the ACTU's education policy.

Success with long service leave

One of the major campaigns prosecuted by the ITA in 1985 was for improved long service leave (LSL). Entitlements for teachers in non-government schools in NSW lagged behind the conditions enjoyed in every other state. Members needed to work for 15 years in one place before they could take their LSL.

An LSL campaign committee was convened in 1985 led by Dick Shearman – who became Secretary in 1989. Employers initially rejected the union's claim; however, Chevalier College in the Southern Highlands became the first non-government school in NSW to do the right thing by its teachers and introduce LSL parity with government schools.

Inferior offers were made by employer groups and were rejected by the members until finally, a much-improved offer was put to members, who overwhelmingly endorsed it.

The ITA continued to prosecute a claim for two hours release from face-to-face for members teaching in primary schools on the basis that teachers in government schools gained this entitlement in 1984. In the face of persistent employer intransigence, it would take more than 20 years for members to win this improvement.

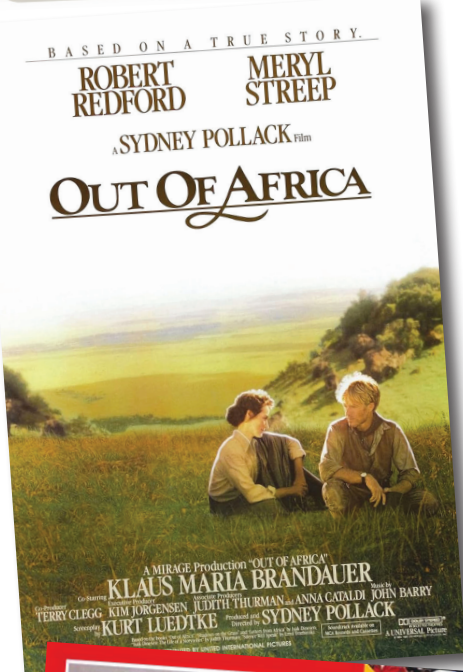
The more things change

As the saying goes, the past is a different country. That said, perhaps that country in 1985 was not as different as we might think.

The pages of the 1985 editions of *Newsmonth* contain articles on teacher burnout, class sizes being too large, and housing unaffordability in NSW.

The struggle continues and the IEU acknowledges every member, past and present, who has joined the collective fight for a brighter future for themselves, their colleagues and their profession.

David Towson Deputy Secretary



'March Forward' on International Women's Day



IEU SPEAKS

IEU members joined a global call to action on International Women's Day on Saturday 8 March. This special day of celebration and activism has its origins in worker protests, and this year's theme, March Forward, highlights both the achievements and further reforms needed to advance gender equality.

While there is still much to do to deliver a fairer and safer community for women and girls, International Women's Day is an opportunity to acknowledge the many gains won in recent years.

In this federal election year, IEU members will be looking to political candidates who are committed to protecting hard-won gender reforms, and who are prepared to continue the fight for equality.

Reform in early childhood education and care sector

Three days guaranteed early childhood education and care (ECEC) is a major step towards the policy objective of universal ECEC. Union campaigns for competitive salaries, manageable workloads and quality professional development remain vital to rebuilding a sustainable ECEC workforce.

Multi-employer bargaining for feminised sectors like ECEC and a 15% pay rise for long day care workers were delivered by union action. Improved pay and conditions in feminised sectors like education are directly linked to feminised union growth, and are the future of the union movement.

Gender pay gap finally narrowing

Improvements in gender pay reported in this week's WGEA gender equality scorecard are in no small part due to new union-won workplace rights and the federal Labor government's wage reforms. These workplace rights must be protected at this year's federal election if we are going to continue to narrow the gender pay gap. Superannuation now paid on government funded parental leave will also help address equality and dignity in retirement for working women.

Reproductive health in the workplace

While workplace rights and protection from discrimination were strengthened under the *Fair Work Act*, further reforms are needed to expand reproductive health rights and entitlements for all workers.

Domestic and family violence

The IEU was one of the first unions to secure domestic and family violence leave through collective bargaining. New federal government funding for emergency payments will help save lives.

Right to disconnect from work laws

The right to disconnect from work outside normal hours followed union campaigns to Close the Loopholes. This is an important win for women IEU members striving for a healthier work-life balance.

Veronica Yewdall Assistant Federal Secretary



Gai Clark receives her 20-year membership certificate from rep Colleen Walsh.



IEU members at St Michael's Primary School, Blacktown South, celebrated several milestones at the end of 2024.



Linda Haddad receives her 10-year membership certificate.



Mark Baird receives his 10-year membership certificate from rep Colleen Walsh.



Siobhan Boje receives her 10-year membership certificate.



Nadene Tucker receives her 10-year membership certificate from rep Colleen Walsh.



Melissa Djurichkovic receives her 20-year membership certificate.



Present Tense

Election time Issues to think about

The federal election will be held soon, and members in the post-secondary sector have plenty to ponder when deciding how to vote.

The biggest political issue the sector has faced over the past year has been the federal government's efforts to limit international student numbers.

After almost no arrivals while international borders were closed during the pandemic, Australia has welcomed many overseas students in recent years.

International students

Education has long been one of Australia's biggest exports, earning substantial revenue for universities and colleges as well as creating jobs.

Once borders reopened and students returned, there was always going to be some catch-up in numbers for a few years.

There are signs these numbers are already starting to fall.

The government's initial approach was to introduce quotas for each institution – an approach widely disliked in the sector.

However, the Opposition surprised everyone late last year by announcing it would vote against the government's plans to reduce numbers, effectively stopping this proposal in its tracks.

The government has now taken a different approach, with an overall cap of 270,000 per year, and an effective "go-slow" on student visa approvals when applications for any given institution reach 80 per cent of that college's nominal cap.

But anyone who thought that a vote against the government would ensure a business-as-usual approach might be disappointed.

The Coalition under Peter Dutton has flagged an even more restrictive approach to Australia's international student intake – this is bad news for the ELICOS sector.

Meaningful reforms

So what are the differences between the major parties when it comes to industrial relations?

The Albanese government has legislated numerous reforms that benefit employees right across the economy, including in the post-secondary sector (see also page 5).

To ensure greater job security, the government has limited the use of casual and fixed-term employment, brought in a new "right to disconnect" outside of normal working hours, improved rules in the bargaining system for pay and conditions and encouraged larger-than-average increases to the minimum wage and award wages.

The Coalition has made no secret that it would move to repeal these changes if elected this year.

Kendall Warren Organiser

Sub Branch reports

Term 1 | 2025

The IEU has 19 geographical sub branches across NSW and the ACT, plus the Principals' sub branch. Sub branches meet four times a year, usually in the first three or four weeks of each term.

Sub branch meetings are a way for reps and members to provide feedback to the union about what's happening on the ground in their workplaces. The meetings are also an opportunity for reps and members from each region to hear updates from IEU organisers.

Each sub branch sends four to six delegates to quarterly IEU Council meetings. Council is the union's decision-making body, bringing together about 115 member delegates from throughout NSW and the ACT.

The IEU Executive of 22 members is elected every three years by members.

All reps and any IEU members who would like to develop their union activism are warmly invited to attend their region's sub branch meeting.

Contact your rep or organiser if you would like more information.

Central Coast

The Central Coast Sub Branch includes Gosford, Erina, Green Point, Lake Munmorah, Tuggerah, Wyong and surrounds.

The Central Coast Sub Branch held its AGM on 13 February at Ourimbah RSL. A 2025 committee was elected as follows: Arden Cassie, President; Georgina Martin, Deputy President; and Ann Hall, Secretary. The meeting thanked the previous committee for their service and congratulated the new committee on their election.

Members discussed the Catholic Schools Broken Bay agreement. It is a four-year deal with a 1.5% pay protection clause (guaranteeing staff 1.5% above other Catholic dioceses). One hour of additional release from face-to-face teaching continues until the end of 2026, at which point it will be reviewed.

The new operational framework (previously known as the Work Practices Agreement) provides a number of improvements to conditions, and a \$100 overnight payment for camps/excursions for teachers has been agreed.

The Association of Independent Schools multi-enterprise agreement, won through the IEU's 'Now's the Time' campaign, was also discussed and Christian schools represented by Christian Schools Australia were updated on their enterprise agreement, which is not yet finalised.

Issues raised by individual schools include use of all-staff email, staggered playground supervisions, restructures and employee rights, and speculation about the federal election and who will win the seat of Robertson (currently held by Labor's Dr Gordon Reid).

Jim Hall Organiser

Central Metropolitan

The Central Metropolitan Sub Branch includes central Sydney, Sydney's inner-western suburbs and Rhodes, Concord and Meadowbank.

The Central Metropolitan Sub Branch held its AGM on 18 February at Burwood RSL, the first of four meetings scheduled for this year.

Fourteen members attended, including representatives from Catholic and independent schools, primary and secondary sectors, as well as professional and operational staff. It was great to see such a diverse and engaged group coming together to discuss key union matters.

Election of office bearers for 2025 were held: Michelle Mella, President; Nadia Fried, Deputy President; and Keith Smit, Secretary. Four additional committee members were also elected.

Members engaged in robust discussions around the ongoing issue of teachers remaining on temporary contracts. One school rep also brought up the issue of learning support officers being left alone with students with special needs, raising safety concerns.

There was also concern about last-minute contract non-renewals in the Amadeus music education program, leaving affected staff with little to no explanation as to why their roles were terminated. Additionally, members highlighted increased tutorial sizes in the program due to staff absences.

Reps talked about ongoing workload pressures and supported the push for morning briefings to be included in the 10-hour meeting cap, a move Catholic systemic employers are resisting in the current negotiations.

The next meeting will be held on 21 May at 5pm at the IEU office in Ultimo. This is a valuable opportunity to stay informed and have your voice heard. Dinner will be provided, along with a tour of our beautiful heritage building. We warmly invite all reps in the sub branch to join us.

Christina Ellul Organiser



Members at the Central West Sub Branch meeting.

Central West

The Central West Sub Branch includes Dubbo, Bathurst, Orange and Lithgow, as well as Cowra, Mudgee, Parkes, Forbes, Grenfell and Wilcannia.

The Central West Sub Branch AGM was held in Orange on 14 February after what proved to be a dramatic chain of events that ended in scenes akin to 'Planes, Trains and Automobiles'.

At the end of January, the IEU was advised that renovations on our Term 1 venue in Forbes would be delayed, which instigated a quick swap with our Term 2 venue in Orange.

On the day of the meeting, airlines randomly cancelled flights from Sydney which left four IEU officials stranded. Quick thinking prompted three of them to jump on a train to Lithgow where they would continue the journey to Orange by car. The race was on with the 6.30pm meeting start time pushed back to 7pm.

Meanwhile, back in Sydney, Deputy Secretary David Towson was rescheduled to a later flight that would see him arrive for the final part of the meeting.

All was progressing according to Plan B when the Lithgow train stopped at Mt Victoria and passengers were told to exit – this was to be the final stop. After a quick call, the designated driver continued through to Mt Victoria, picked up our hapless travellers and U-turned for Orange. A revised arrival time of 7.05pm was provided.

About 6.30pm, members started arriving at the venue. As the clock neared 7pm, the ever-flexible members decided we would commence the meeting with issues in schools in the hope that the missing people (and the AGM papers) would arrive shortly.

Our three intrepid travellers turned up just as the first course was being served and the meeting continued as planned.

The newly elected sub branch executive members are: Louise Hughes, President; Peter Nunn, Deputy President; and Nicole Downey, Secretary. Discussion of the union agenda for the year followed.

At some point after the meeting, the remaining missing traveller arrived – after finally catching his flight which was even further delayed.

Here's hoping the rest of the year is less dramatic for the Central West Sub Branch.

Donna Widdison Organiser

Cumberland

The Cumberland Sub Branch includes Parramatta, Mt Druitt, Castle Hill, Marsden Park, Blacktown and nearby surrounds.

The Cumberland Sub Branch met on 24 February at the IEU office in Parramatta.

The meeting was well attended by reps from various sectors, including with primary and secondary Catholic systemic schools, independent schools, Catholic independent schools and ELICOS (English language intensive courses for overseas students).

The meeting revisited the major issues of 2024 and the wins members had achieved, especially in the independent school sector with the 'Now's the Time' campaign. We also discussed the upcoming Catholic systemic claim and other agreements that expire this year.

Reps raised their local issues including class sizes in Parramatta diocesan schools. Issues relating to noise and health and safety in the remaining open-plan spaces continue, with some spaces having three classes. In some schools, confusion remains regarding the definition of 'meetings' – what is included and what is not.

All reps agreed that a key issue is some parents using personalised plans to intensify demands on teachers. This is causing much stress amongst staff who at times have to manage difficult conversations with parents.

The restructuring at Western Sydney University continues, where some members have been offered voluntary redundancy or the option of applying for new roles. The negotiations for the expiring enterprise agreement continue and other issues such as casual conversions and roles of teachers are being examined.

We encourage all reps to attend sub branch meetings so they can connect with other reps and keep current with key industrial and professional matters. If reps are unable to attend, please encourage a chapter member to attend in lieu.

Our meetings will be held at the Parramatta IEU office on Monday 5 May, Monday 28 July, and Monday 3 November from 4.30pm to 6pm.

The new elected sub branch executive are: Robert Paluzanno, President; Jessica Divis, Deputy President; and Elias Abi-Elias, Secretary. Committee members are Sally McCaul, Felicity Briggs, Lorraine Maher and Karyn Paluzanno.

Lubna Haddad Organiser

Hunter Valley

The Hunter Valley Sub Branch includes Newcastle, Maitland, Singleton, Scone, Taree and surrounds.

The Hunter Valley Sub Branch held its AGM on 17 February at the Blackbutt Hotel, New Lambton, with 30 members in attendance.

A new executive was elected: Sarah Gardiner, President; Katrina Easton, Deputy President; Kim Keating, Secretary; and new committee members Dot Seamer, Wendy Chantler, Isabella Rendina and Kate Tolfree.

The IEU delegates for Newcastle Trades Hall Council are Mark Wilson, Kate Tolfree, Sarah Gardiner, Carlo Rendina, Raelene Maxworthy and Jim Hall. Cate Larke becomes our representative on Hunter Workers Women's Committee.

The meeting thanked the previous committee for their service and congratulated the new committee on their election, with special thanks for outgoing President Amanda Woods who will remain on the committee. The union is strengthened through the effort and commitment of activists.

Issues raised by individual chapters included: the right to disconnect; professional development days, including compliance training without adequate time to complete it; teacher-directed professional development; learning support assistance; remuneration for attendance at school camps; enforcing the 10 hours per term meetings cap; the restructure at the Catholic Schools Office and resulting redundancies.

Meeting dates for 2025 were set as 12 May, 4 August, and 1 December and the next AGM will be on 16 February 2026. All reps in the sub branch are warmly invited to attend.

Carlo Rendina Organiser



Members at the Ku-ring-gai Sub Branch meeting.

Ku-ring-gai

The Ku-ring-gai Sub Branch covers Sydney's north shore, including Hornsby, Wahroonga, Waitara, Warrawee, Thornleigh, Pymble, Turramurra, Berowra and Asquith.

The Ku-ring-gai Sub Branch held its AGM and Term 1 meeting on Monday 17 February. Present were eight reps and members – teachers and support staff from independent schools, Catholic schools and primary and secondary schools in the region.

Assistant Secretary Lyn Caton was warmly welcomed to the meeting.

First were the formalities with a new sub branch executive elected: Courtney Smith, President; Grace Fowles, Deputy President; and Marie Anderson, Secretary. We congratulate all three.

The meeting discussed the new agreements made in Catholic Schools Broken Bay and in independent schools. Members were overwhelmingly positive, saying their colleagues are clearly relieved that negotiations have concluded and that they are now among the best paid school staff in the country. Members also agreed that their war on excessive workloads is heading in the right direction.

As always, we enjoyed a meal and drinks together after the meeting, and this time in particular it was great to use this time together to celebrate two big union wins.

The Ku-ring-gai Sub Branch will next meet on 12 May at 4.45pm in the bistro at Hornsby RSL.

Charles Wheeler Organiser

Lansdowne

The Lansdowne Sub Branch includes Lakemba to Liverpool, including Bankstown, Fairfield and Auburn.

The Lansdowne Sub Branch held its AGM on 27 February at Fairfield RSL, with 11 reps from a variety of schools attending, and four IEU officials. The meeting elected its 2025 executive: James McFarlane, President (re-elected); Mohamad Elali, Deputy President (re-elected); and Connie Holmes, Secretary.

The successful outcome of the 'Now's the Time' campaign and resulting multi-enterprise agreements in independent schools was a major topic of discussion, with IEU Secretary Carol Matthews providing a detailed report on the gains achieved by members, particularly in relation to teachers' salaries compared with the employer's original offer.

Among Catholic systemic reps there was insightful discussion about the increasing workload burden of parent-teacher nights. Several reps observed that such events often prevent members from spending time with their own families.

The sub branch meetings this year will be held at Fairfield RSL commencing at 4.30pm on Thursday 22 May, Thursday 14 August and Thursday 6 November.

We invite all reps to join us and the union provides dinner after the meeting. This year we mark the Lansdowne Sub Branch's 40th anniversary, and several reps who regularly attend have been members of the IEU for 40 (or more!) years.

Aidan Anderson Organiser

Metropolitan East

The Metropolitan East Sub Branch covers Sydney's eastern suburbs, including Bondi, Waverley and Bellevue Hill.

Reps from the Metropolitan East Sub Branch held its AGM at Juniors in Kingsford on 19 February. This is a new venue for us, a big improvement on the previous one, and we were happy to welcome a bigger turnout.

The meeting elected its executive: Gary Osborne, President; Jenny Muscat, Deputy President; and Jacky Guadascione, Secretary; Michelle McLauchlin was also elected as a committee member.

Reps from across the sub branch heard updates on union gains in the new independent schools multi-enterprise agreements, and on progress on the Catholic systemic schools multi-enterprise agreements and Work Practices Agreements, as well as changes in NSW Education Standards Authority (NESA) arrangements.

Kendall Warren Organiser

Mid North Coast

The Mid North Coast Sub Branch includes Coffs Harbour, Kempsey, Port Macquarie, Bellingen, Nambucca Heads and surrounds.

The Mid North Coast Sub Branch kicked off the year with a well-attended AGM, bringing together familiar faces and some welcome newcomers.

The election of a sub branch committee for 2025 saw many members returning to their roles, while fresh voices joined the team.

There was plenty of curiosity about voting for the independent schools' multi-enterprise agreements (see p1), with some members eager to understand how schools might fit into the special allowance category. Members also asked about how the new pay structures recognise ISTAA and NESA accreditation, reflecting interest in professional pathways.

A hot topic of discussion, raised by our support staff members, was the need for a clearer toileting policy for students without a diagnosed specific need. Members rightly agreed that better clarity in this area would benefit the health and safety of both staff and students.

One of the biggest concerns came from Catholic systemic members, who are frustrated over increasing cost-cutting measures, particularly when it comes to relief staffing. The ripple effects are being felt across schools, with staff shouldering heavier workloads, losing professional development opportunities, and seeing break times disappear.

Two key motions were passed to inform upcoming WPA negotiations:

- aligning pupil-free days with the government sector to give Catholic systemic members more flexibility for planning and preparation, and
- capping meeting hours for staff in coordinator roles to help them balance leadership responsibilities with their day-to-day teaching.

With plenty to discuss and advocate for, members were engaged and ready for the year ahead. Our next meeting will be held on 23 May at 6pm at The Westport Club in Port Macquarie. All reps from the region are welcome.

Sean van der Heide Organiser

Monaro

The Monaro Sub Branch covers Canberra and the ACT.

The Monaro Sub Branch AGM was held on 20 February at the IEU office in Deakin, attended by members from different sectors. The meeting provided an opportunity to elect the sub branch committee for the coming year. Di Lefebvre has stepped back but all expressed gratitude for her years of service as President. Alex Thompson was elected President.

Reps were given an update on current negotiations and the positive duty on employers to prevent sexual harassment. Many signed the petition in support of parental leave for colleagues in G8 early childhood centres (see p5).

The sub branch commends the work of the reps and organisers who have supported staff through very challenging times at Brindabella Christian College (see p1).

The meeting discussed various issues affecting members, including excessive and pointless executive 'walk-throughs' and better ways to support teachers' professional growth.

Unmanageable workloads, regular overloading, camps, bell timings that prevent teachers from taking a 30-minute break, and practices that take away vital planning time are still issues for many teachers. Of particular concern was the impact of increasing numbers of students with additional needs and personal plans.

Attendees passed a motion calling for Council to investigate and advise on best practices to ensure inclusion and safe workloads. Reps agreed to work together to share ideas and use WHS legislation and policies to push for better systems of work.

The next Monaro Sub Branch meeting is scheduled for 29 May.

Alex Thompson Sub Branch President



Members at the North Coast Sub Branch meeting.

North Coast

The North Coast Sub Branch covers Lismore, Tweed Heads, Kingscliff, Pottsville, Murwillumbah, Mullumbimby, Kyogle, Ballina, Lismore, Casino, Coraki, Woodburn, Yamba and Maclean.

The North Coast Sub Branch meeting was held on 19 February at the IEU's Lismore office.

Assistant Secretary Amanda Hioe travelled up to attend this meeting and was welcomed by the group.

Elections were held for the sub branch executive: Kath Egan, President; Simon Smith, Deputy President; and Jennifer Allen, Secretary. A committee was also elected: Emily Webster, Stewart Grant, Carrie Scott, Jenny Lee and Anthony Moulay.

The meeting discussed the following issues:

- plenty of movement of principals and assistant principals in acting roles
- COI process has been streamlined and the expectation is that only one goal is required
- cuts to the casual teacher budget are hitting schools
- some schools are noticing a drop in student numbers because of fee increases
- class sizes are going over agreed limits in some secondary schools
- teachers are discouraged from taking personal leave as they've been told they won't be replaced for one day away – this results in their colleagues picking up the extra work
- some teachers in some schools are finding that due to timetabling they cannot physically teach all their assigned classes, so casuals or underload teachers are filling the gap, but preparation and marking still falls back to the main teacher
- some schools are finding that their 20-minute morning briefing is going well over 20 minutes
- staff prayer is timetabled for 8.15am and it is an expectation that staff will attend
- there was also plenty of talk about why briefings are not included as meeting time
- the sub branch is still disappointed that the consequences for students who are making AI videos and images of staff members and other students are less than satisfactory, and
- some schools place an extra burden on staff to date and sign online program daily.

Richard Ryan Organiser

North West

The North West Sub Branch covers the New England region including Armidale, Tamworth, Gunnedah, Tenterfield, Inverell, Moree and Narrabri.

The North West Sub Branch AGM was held on 21 February at the Tamworth Hotel.

Congratulations to our new sub branch committee: President Harry Vella from McCarthy Catholic College Tamworth; Deputy President, Teresa Boyd from St Mary's College Gunnedah; Secretary, Sophie Westermarck from PLC Armidale. Additional committee members are Kate Clynch, PLC Armidale; Kimberley Taggart, St Joseph's Primary School West Tamworth; Fiona O'Neil, McCarthy Catholic College Tamworth.

Members moved to formally acknowledge our outgoing committee.

Some of the issues raised by members include the required policies and procedures for the increased use of non-teaching

staff on playground and other duties, the increasing number of unscheduled commitments for middle leaders and data collection processes and duplication.

We also acknowledged the work of our members and reps in AIS schools who contributed to a far better multi-enterprise agreement through our 'Now's the Time' campaign. Voting on the new agreements was finalised after this meeting, with backpack assured.

Our meetings for the rest of 2025 are 16 May in Armidale, 1 August in Tamworth and 7 November in Armidale. The next AGM will be on 20 February 2026 in Armidale.

Sue McKay Organiser

Northern Beaches

The Northern Beaches Sub Branch includes Manly, Dee Why, Collaroy, Narrabeen, Terrey Hills, Warriewood and surrounds.

The Northern Beaches Sub Branch met on 12 February at the Dee Why RSL.

The sub branch acknowledged the outstanding work of organiser Megan Bruce over many years and thanked her for her support and advocacy. Megan continues to work with the Northern Suburbs and Central Metropolitan sub branches.

A key discussion for the sub branch was ensuring future meetings are accessible for all reps and interested members. It was agreed that, over the course of 2025, the sub branch will trial a different time and meeting format to support members in being active and involved.

All reps and interested members are encouraged to join us for the next meeting at the later start time of 5pm on Tuesday 20 May. The meeting will be followed by a relaxed dinner, and reps are warmly invited to join us. This is a great opportunity to get to know members from across the sector in an informal environment.

The sub branch also acknowledged and thanked the reps from independent schools who were present. Their commitment to the union's 'Now's the Time' campaign for pay rises in their sector was instrumental in achieving new agreements that far exceed the 'final offer' made by their employer. This campaign highlighted what union members can achieve when we stand together.

I'd like to thank delegates for extending a warm welcome to me as the new organiser in this sub branch. I've spent many years organising in Newcastle and the Hunter Valley and I'm excited to meet members and reps in the Northern Beaches.

We look forward to meeting again next term.

Therese Fitzgibbon Organiser

Northern Suburbs

The Northern Suburbs Sub Branch covers Artarmon, Chatswood, Cremorne, Gladesville, Gordon, Hunters Hill, Kirribilli, Lane Cove, Lindfield, Milsons Point, Mosman, North Sydney, Roseville, Ryde, St Ives, St Leonards, Willoughby and Woolwich.

The Northern Suburbs Sub Branch AGM was held on 11 February at The Oaks Hotel in Neutral Bay.

Anna Leudi of Villa Maria Catholic Primary School Hunters Hill stood down as President.

Caroline Brehaut of Redlands School Cremorne was elected the new President, with Noel Neilson of Glenaeon Rudolf Steiner School Middle Cove elected Deputy President.

Members discussed various industrial issues, with a central topic the success of the 'Now's the Time' campaign in AIS independent schools in achieving the vast majority of claims, including pay rises. Reps discussed how the campaign unfolded in their chapter and shared experiences of difficulties and successes. Valuable and interesting insights were shared.

Upcoming meetings will be held at The Oaks on 14 May, 5 August and 5 November. The meeting starts at 5pm but reps are welcome from 4.30pm to chat with organisers and each other. Dinner follows the meeting and we warmly invite all reps to join us.

James Jenkins-Flint Organiser



Members at the Penrith/Blue Mountains Sub Branch meeting.

Penrith/Blue Mountains

The Penrith/Blue Mountains Sub Branch covers Penrith to Glenbrook, Katoomba and Blackheath.

The first meeting of the year was held at Nepean Rowing Club on 19 February with good attendance. It was wonderful to spend the afternoon with like-minded comrades who are committed to improving working conditions for their colleagues.

Chapter reps shared current issues in their schools with the group, with lots of similarities across the sectors.

One emerging trend is the rise of the 'Instructional Coach' position in Catholic systemic primary schools, with members raising questions about their exact role and the consequences of lesson observations and how they may be used.

The sub branch celebrated the 'Now's the Time' campaign victories in AIS schools and expressed appreciation for the work of reps and organisers alike. Reps in AIS schools reported that the pressure placed on their employer was evident in their workplaces. Both members and non-members were asking for advice and information from the reps, which showed real

support and respect for the IEU and the role it played in the great outcomes.

Finally, the meeting proposed two unanimous motions relating to current concerns. The first was in support of principals in the Parramatta diocese who were yet to receive the pay rise given to other staff in their schools. The second was brought to the sub branch from Penola Catholic College Emu Plains in relation to increasing incidences of abuse from parents.

This second motion asked for clear measures to address the issue, including formal recognition of the problem, communication with parents and development of an assault register.

Liz Heggart Sub Branch President



Members at the Principals Sub Branch meeting.

Principals

The Principals Sub Branch AGM was held on 22 February at our IEU office in Ultimo.

Leadership changes: Noeleen O'Neill is retiring as President and Chris Egan was elected President, with Niamh Marzol as Deputy President and Silvana Rossetti as Secretary.

Key issues discussed at the meeting include:

- Principals are reporting rising psychosocial hazards, including aggressive parent interactions, social media misinformation and inadequate systemic support.
- Flexible work arrangements remain challenging, impacting timetables, workload and leadership stability.
- Delays in staffing approvals and payroll inefficiencies are increasing administrative burdens.
- Budget constraints and enrolment shortfalls create financial stress.
- Workload concerns and lack of autonomy persist, with some diocesan education directorates engaging on these issues.
- A new family engagement portal and online platform are being introduced across several dioceses.
- Staffing transitions in Catholic Schools Offices continue to impact leadership stability.
- Funding is being directed toward learning support, principal induction, and safeguarding initiatives.

Negotiations for three Catholic systemic principals' enterprise agreements are pending. Principals in the Catholic Schools Parramatta Diocese had not yet received the 3% pay adjustment but advocacy has led to a commitment to backpay. The next meeting will be on Saturday 17 May.

Lyn Caton Assistant Secretary / Principals' Organiser



Members at the Riverina Sub Branch meeting.

Riverina

The Riverina Sub Branch covers Albury, Griffith, Hay, Leeton, Thurgoona, Wagga Wagga and West Wyalong.

The Riverina Sub Branch held a very well attended AGM in Wagga Wagga on 28 February. Members attended from across the Riverina region with good representation from Albury, Leeton, Wagga Wagga and Griffith.

The Sub Branch elected a new President, Albury-based teacher and Council member Vanessa Geddes. We would like to

acknowledge outgoing sub branch President Mercedes Goss, who made a significant contribution in her time in the role. Also elected were Deputy President Holly Wright, a teacher at the Riverina Anglican College in Wagga Wagga. Secretary Terri-Anne Scott of Albury was returned to her position for another term. Further committee members include: Jesse Chant of Leeton; Sharon Jennings and Narelle Ryall, both from Albury; and Ornella Murray from Griffith. Congratulations and thanks to all.

IEU Deputy Secretary David Towson updated the meeting on topics including the recent successful negotiations for the new independent schools' multi-enterprise agreements following the successful 'Now's the Time' campaign. The meeting also acknowledged the great work of reps in the AIS sector and their efforts to get majority support for the campaign in their schools.

The Deputy Secretary also spoke about progress towards a just pay outcome in the early childhood education and care sector and recent improvements to legislation on reps' rights and the right to disconnect.

Members discussed a range of school-based issues, mostly related to workload increases and the upcoming negotiations for a new Work Practices Agreement (WPA) with the Diocese of Wagga Wagga.

The sub branch also acknowledged and thanked the union for its great work in improved pay and conditions for members in the Catholic systemic sector, with ongoing work in WPA negotiations with the Catholic Education Diocese of Wagga Wagga.

Members were encouraged, if the opportunity arises, to attend an IEU Council meeting in Sydney to develop their understanding of the IEU. Sadly, rep training was cancelled for this term due to lack of numbers and problems with the date and location. Discussion ensued and a new proposal was made for next term.

We thank all members for their attendance and look forward to the next meeting to be held in Albury on 23 May.

Vanessa Geddes Sub Branch President

South Coast

The South Coast Sub Branch covers the Macarthur region, the Southern Highlands, Wollongong and the Illawarra region and the northern end of the Shoalhaven region.

The South Coast Sub Branch held its AGM on 24 February at the Wollongong Golf Club with 22 members in attendance. It was great to see new reps from independent schools.

Sub branch elections were held with Marco Cimino re-elected President; Lachlan Young, Deputy President and Kane Soligo re-elected as Secretary. Additional committee members are Jodie Howard, Rachel Stojcevski, Katherine D'Souza and Brett Wright.

The meeting addressed several key matters, including ongoing enterprise agreement negotiations across various sectors. Discussions focused on Catholic systemic and independent school agreements, with an emphasis on maintaining conditions and addressing workload concerns. The introduction of new policies, particularly within systemic schools, has contributed to increased administrative burdens for staff.

Payroll discrepancies remain a significant issue, with reports of unresolved payment errors causing financial stress for affected members. Members also raised concerns about staff being required to undertake additional duties without appropriate compensation, particularly in relation to school events and professional development sessions scheduled outside regular hours.

Teacher wellbeing was a recurring theme, with members highlighting the impact of increasing workloads and limited access to support. Issues around long service leave entitlements and professional expectations were also discussed, with calls for greater transparency and consistency in policy application. The Term 2 meeting will be held on 14 May at Wollongong Golf Club commencing at 5:30pm. All reps and interested IEU members are warmly welcome to attend, along with dinner after the meeting.

Luke Breen Organiser

South East

The South East Sub Branch covers Yass, Young, Broulee, Bega, Goulburn, Tumut, Pambula, Googong, Batehaven, Cooma, Queanbeyan and Batlow.

The South East Sub Branch AGM was held on 21 February at the Statesman Hotel in Curtin ACT.

Twenty-six delegates travelled from Tumut, Snowy Mountains, Sapphire Coast, Young, Queanbeyan, Goulburn, Grenfell, Googong, and Broulee. Delegates at the meeting represented a

cross section of membership from the independent and Catholic schools sectors.

The meeting welcomed Assistant Secretary Lyn Caton from the Sydney office.

Members from independent schools thanked the union for achieving significant improvements in the new multi-enterprise agreements for their sector. IEU organisers acknowledged the outstanding support from school delegates in marshalling the votes for single interest bargaining which was crucial in turning the tide in the negotiations.

Negotiations are beginning for the Catholic systemic schools enterprise agreement. South East delegates developed a list of workload issues to be included in the log of claims during IEU Council meetings.

The committee for 2025 is: President, Margaret Findlay; Deputy President, Lyn Bathgate; Secretary, Leonne Challen. Other committee members are: Andrew Bigwood, Stefanie Brown, Terri-Anne Ryan and Mary-Jane Galliazzo. The meeting also called for expressions of interest to attend IEU Council as observers. Four reps indicated their interest in attending.

Jackie Groom Organiser



Members at the Southern Suburbs Sub Branch meeting.

Southern Suburbs

The Southern Suburbs Sub Branch covers the St George area and the Sutherland Shire.

The first Southern Suburbs Sub Branch meeting of the year was well attended by reps, both at Tradies Gymea and on Zoom. Gerard McMullen was elected President, Paul O'Brien as Deputy President and our newest rep, Bronte Rams, as Secretary. Stuart Jones, our southern suburbs delegate to council, also took a seat on the committee.

At the previous meeting, the AIS campaign was in slight disarray with competing claims of misinformation ringing across the playgrounds. Fortunately, support from both members and non-member colleagues in the single interest bargaining petition saw the campaign reach a successful conclusion.

Your representatives from the two largest local independent schools, Inaburra School and Shire Christian School, were certainly all smiles regarding the teachers' agreement. Our Aspect South East rep, however, had more important things to do, welcoming her third child, Micah, during the break.

Representatives from Catholic systemic secondary and primary schools in attendance were asked to request the use of staff development days as teacher-directed days in lieu of any direct communication from Sydney Catholic schools, which would mirror gains in the government schools sector. Generally, reps were encouraged to be vigilant against workload creep, with additional twilights being offered for the day in lieu, being one egregious example.

Assistant Secretary Amanda Hioe and new South Coast organiser Emily Cranney also attended the meeting. Brett Hawkins from NGS Super joined the meeting and reminded us all that superannuation is union business. He offered to visit schools in the area. It was a great beginning to the sub branch year.

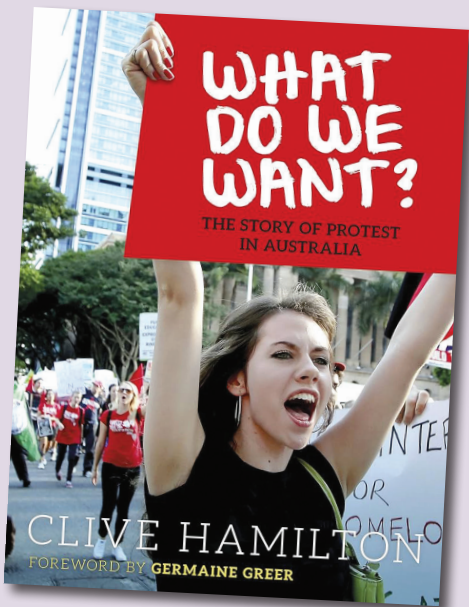
Josef Dabbs Organiser



In 2024, the IEU recouped \$2.3 million in underpayments for members

IEU Independent Education Union of Australia NSW/ACT Branch

Giveaways



What do we want? The story of protest in Australia

Author: Clive Hamilton
Publisher: NLA Publishing

Clive Hamilton explores the colourful, enthralling and stirring forms of protest used in the big social movements that define modern Australia. He includes dedicated chapters on the peace movement, women's liberation, Indigenous rights, gay rights and the environmental movement, and examines how these movements have confronted the ugliness in Australian society and caused epoch defining shifts in social attitudes.



The Golden Tower

Author: Belinda Murrell
Publisher: Penguin Random House Australia

In her wildest dreams, Sophie never thought she might be kidnapped by a cat and taken to a world of flying horses and wonder – but also magic, mystery and danger!

Transported to the land of Tuscia, Sophie accidentally saves the daughter of a wealthy family and is swept along on their journey to the Golden Tower.

Now she is the only one standing between sisters Isabella and Bia and the terrible fate their stepmother has planned.



Zadie Ma and the dog who chased the moon

Author: Gabrielle Wang
Publisher: Penguin Random House Australia

Meet Zadie Ma, a girl who writes magical stories that sometimes come true. Can Zadie bring to life her most important story of all... the one where she finds Jupiter, the dog of her dreams? From the Australian Children's Laureate for 2022-23. Shortlisted for the Prime Minister's Literary Awards, the Patricia Wrightson Prize for Children's Literature in the New South Wales Premier's Literary Awards, and the Queensland Literary Awards.



To go in the draw, email entries to giveaways@ieu.asn.au with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 1 May 2025.

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Lismore: Unit 4, Lismore Professional Centre,
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