

# Rep speaking notes

You have all by now received a copy of the proposed Agreement, which has been negotiated between the Independent Education Union and Catholic Education employers.

We all know that these negotiations took a very long time, and that IEU members around the state had to run a public campaign last year to get this done.

At last we have an outcome – and while we didn't achieve everything we set out to get, this Agreement brings in the biggest changes in Catholic education that we have seen for a very long time, which should improve our schools for generations to come. That's why it's important that it gets voted up!

In this Agreement, we've maintained pay parity with our colleagues in government schools and brought in big improvements to a range of conditions – much better parental leave provisions, access to a 'flexible leave' day, and a much better pay structure for Education Support staff who were stuck at the bottom of the classification structure. There are also big improvements to the provisions around consultation, including giving staff and union Reps on Consultative Committees the right to paid leave to attend training.

The really big change in this Agreement though is around teacher workloads. Teachers everywhere know that workloads have crept up and up for a long time and are now reaching unsustainable levels leading to unacceptable levels of stress and burnout. This is what the No More Freebies campaign last year focused on, and as a result we've won some really important changes.

As a start, we've won the biggest reduction to Scheduled Class Time in decades – one hour this year, and another half hour next year.

Extras in secondary schools are phased out from 10 hours in 2023, to 5 hours in 2024 to 0 in 2025.

On top of this, the proposed Agreement better protects the professional autonomy of teachers, ensuring that they have time quarantined during the working week to work on planning and assessment at their own discretion. There are new limits to meeting times, and limits to the amount of time during the week that teachers can be directed to take duties or other tasks.

We've also won Time in Lieu provisions – this means that when teachers are directed to work outside of the 38-hour week, such as at camps, parent nights, school productions, or weekend activities, they are entitled to take paid time off for the hours they worked.

The Time in Lieu and overtime provisions for Education Support Staff remain unchanged under this Agreement but we know that there is work to do in schools to make sure ES staff actually get TIL or overtime payments for the additional hours they put in.

So, I'm strongly encouraging all of you to vote YES to this Agreement. It brings in big change, and yes, there will be some teething issues during implementation – but if this Agreement is voted up and approved, it will provide staff and principals with real certainty around how we can work together to improve our schools for everyone.

This Agreement will be good for staff, it will be a huge step in turning around the workload crisis, and ultimately it will make our school a better place for us and for our students.