

EB10

CATHOLIC
EDUCATION
ENTERPRISE
BARGAINING

What are employers offering as part of an in-principle EB10 total package?

8 JUNE 2023

ITEM	OFFERED
Wages and Related Matters	
Wage Increases – ALL employees	<ul style="list-style-type: none">• 2023 – 4% (May 2023 for non-teachers and July 2023 for teachers)• 2024 – 3%• 2025 – same headline % increase for teachers of the Qld Department of Education from 1/7/25• See proposed salary/wage scales for:<ul style="list-style-type: none">TeachersTeachers - Positions of LeadershipSchool OfficersServices StaffCounsellorsBoarding SupervisorsNursesChildren Services
Date of 2023 wage increases	<ul style="list-style-type: none">• 1/5/23 (non-teachers) and 1/7/23 (teachers) if an IPA is reached with the IEU-QNT by 30/6/23.• Employers are taking the same approach as the Queensland Department of Education to bargaining with the 2023 operative wage increase dates being dependent on when IPA is reached.• Further details are found in the FAQs on the EB10 website.
Cost of Living Relief	<ul style="list-style-type: none">• A one-off cost of living payment (COLP) in each year of the agreement.• For 2023, a 3% one off payment will apply as well as the 4% wage increase.• The COLP is based on the percentage difference between the March 12 month CPI figure and wage increases (where CPI exceeds the wage increase) up to a maximum of 3%.
Superannuation – All employees	<ul style="list-style-type: none">• 12.75% employer contributions (from first full pay period after the agreement commences).• 1.75% higher than the legislated 11% minimum from 1/7/23 – a significant boost to super nest eggs• Employees will not need to co-contribute 5% to receive 12.75% employer contribution (as in EB9).• Employees can still make voluntary contributions to further boost their retirement savings, but there will not be any additional employer contribution beyond 12.75%.
Part-time	<ul style="list-style-type: none">• School officers and service staff provided a minimum 2 hour daily engagements.• Teachers able to work up to 0.9FTE (currently 0.8FTE).
Teachers	<ul style="list-style-type: none">• Remove requirement for full QCT registration before incrementing from Graduate to Proficient 1 (including transitional provisions for existing employees).• Employees with QCT Permission to Teach paid at Steps 1 or 2 of 3-year trained classification levels.• Increased incentive payments for teachers in remote areas.

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Multiple contracts	<ul style="list-style-type: none"> Increased flexibility for employees to access available additional hours of work in a separate and distinct role if they wish to do so and this is agreed by the employer.
Workload Considerations	
Consultation	<p><i>Diocesan schools</i></p> <ul style="list-style-type: none"> Mechanisms for consultation with staff about workload across schools. Such mechanisms may include committees, surveys, focus groups or meetings. IEU-QNT representatives will be consulted about the consultation process to be undertaken. <p><i>RI/PJP schools</i></p> <ul style="list-style-type: none"> Religious Institute school employers will continue to consider workload issues at their schools.
Right to Disconnect	<ul style="list-style-type: none"> Employers must develop protocols for employees' "right to disconnect" from work communications outside designated times.
NCCD	<ul style="list-style-type: none"> Streamlining and understanding of the NCCD requirements will continue with additional support provided, which may include specific training and the allocation of additional time.
Composite Classes	<ul style="list-style-type: none"> Consideration to adjusting the hours of work (e.g. reduced contact time or supervisions) given any workload implications on a teacher undertaking a composite class.
Alternative School Officer Classification Structure	
Implementation	<ul style="list-style-type: none"> Employers and the IEU-QNT have been considering the implementation of a specific alternative school officer classification structure (ASOCS). The employer proposal is to initially transition the following employees to the ASOCS: <ul style="list-style-type: none"> Level 2 and 3 Teacher Aides (by 1/7/24) Instructional service employees such as instrumental music tutors/instructors (by the start of the 2024 school year). Levels 2 and 3 Teacher Aides have been chosen because: <ul style="list-style-type: none"> they represent around 50% of all school officers across systemic schools employers and the IEU-QNT have already developed ASOCS position descriptions having ASOCS position descriptions readily allows for a transparent transition. Instructors have been chosen because there is no clear classification structure or conditions of employment for these employees in the current enterprise agreement. If the IEU-QNT agrees to the above proposal, then further work can be done on implementation aspects, including timing and details. The ASOCS is intended to make the classification of roles easier for the future. The existing school officer salary scale will be retained.

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Other Matters	
Leave	<ul style="list-style-type: none"> • Parental leave <ul style="list-style-type: none"> ○ 14 weeks paid parental leave in the case of a still born child; ○ 10 days paid spousal leave (non-primary carer) can be taken: <ul style="list-style-type: none"> ▪ within 1 month of child leaving hospital (rather than from birth) in the case of child's illness or premature birth ▪ in the case of a still born child. • Long service leave - clarity as to when an employee may be directed to take long service leave. • Personal leave - To assist in managing unplanned absences that impact on the workload of others, employers may direct an employee, if certain conditions are met, to provide reasonable medical evidence for personal leave absences of less than 3 days.
Dispute Resolution	<ul style="list-style-type: none"> • Include the contemporary model dispute resolution clause outlined in the <i>Fair Work Act 2009</i>. • The model clause: <ul style="list-style-type: none"> ○ is found in the vast majority of enterprise agreements approved by the Fair Work Commission ○ applies to disputes about matters arising under the agreement and the National Employment Standards ○ allows employees to appoint a representative (including a union representative) to assist them in the process. • Legislation will also preserve the right to lodge a dispute in relation to employers refusing requests for extended parental leave or flexible work arrangements. • Implementing the model clause does not affect any other entitlements under the enterprise agreement or the <i>Fair Work Act 2009</i>.
Streamlining the enterprise agreements	<ul style="list-style-type: none"> • The current enterprise agreement is long, complex and often confusing. • Employers have initiated efforts to work collaboratively with the IEU-QNT to streamline the agreements and make them easier to read and understand where possible for employees. • This work is continuing.

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