Tasmania Stands Up for Fairness & Respect

Eighteen months since the Tasmanian Catholic Agreement expired. Twenty seven bargaining meetings with the Catholic Education Office. Three rallies, in Launceston, Hobart and Burnie. Hundreds of angry, fed up IEU members taking to the streets.

They’re the numbers Tasmanians have been reading about in the newspaper over the last few weeks, as IEU members in Tasmanian Catholic schools, frustrated by a breakdown in negotiations for a new Agreement, took to the streets to let their anger be known and exert pressure on the Tasmanian Catholic Education Office (TCEO) to come back to the bargaining table with a fair and reasonable offer.

The Tasmanian Catholic Agreement expired at the end of 2012, and since then there have been countless meetings as the IEU and TCEO sought to put aside differences and work towards a fair deal for everyone concerned. Unfortunately, 27 meetings later, and after reaching agreement on a number of other provisions, bargaining became unstuck around a small number of important claims. These different sticking points, relating mostly to support staff wages, instructional loads for teachers, and redundancy, are examined in detail on page 5. What they all have in common, though, is that the TCEO claims they can’t afford to pay for them.

Unfortunately for the TCEO, we’ve heard that all before and know it to be rubbish. In the 18 months since the last Agreement expired, employer representatives have been unable to produce a compelling financial argument to back up their assertions. In fact, despite the TCEO’s claim to be cash-strapped, we know for a fact that federal government funding to Tasmanian Catholic schools will increase by 26% from 2014 to 2017.

And so, from 1 to 3 July, 150 IEU members from Launceston, 250 members from Hobart and a further 100 from Burnie marched through the streets before unanimously pass the resolution on page 5. IEU members in Tasmanian Catholic education can be proud of the strong turnout for these unprecedented and historic stop-work actions. Catholic employer representatives now know that we are fed up, but we won’t give up. Let’s hope they see the sense in coming back to the bargaining table soon with a fair and reasonable offer that respects the work members do.

CONTINUED ON PAGE 5
### Budget Busts the Social Compact

This year’s Federal Budget provided billions of dollars’ worth of cuts to education, and even though agreement had previously been reached at the states (or at least some of them), the better schooling funding package was effectively thrown on the scrapheap.

**Traditional** teachers and education support staff turn their attention to the amendment section of a Federal Budget to check whether there have been any new initiatives, introduced or whether funding in their sector has been reprogrammed or slashed.

What makes the ‘evaluation effect’ of this Budget worse is the ‘front line’ impact on the daily lives of teachers and staff. Clearly, it impacts on them directly in terms of their own financial decisions, but it is likely that interactives with students and families will become even more pronounced as a result of the Budget decision. The way Australians understand education is a basic freedom, the access to a fair government ‘social compact’ we have become historically used to, is under huge attack in this Hockey/Alberty Budget. It is as much about ideology and an attack on those less able to defend themselves, than it is about any government financial imperative.

Consider the effect on the family of the Budget of the BTN Free. After a few months of uncertainty we can declare that 2014 has been the year of the BTN. Vacant. For example, all will have a negative effect on the Victorian schools vacated in those areas more than most others. This is hardly the backdrop for a family to go about making considered and pragmatic choices on education for their child. For many more, the Budget effect will be the extra $1500 paid for disposable income as a result of the ‘social compact’. There will be significant increases in child care fees, and changes to unemployment funding and housing security are likely to impact on women disproportionately. Marie Coleman, Chair of the National – Associations, for Australian Women, says that this is a ‘Budget on women’. Virtually every woman in the country – particularly poorer and disadvantaged women.

The backdrop for a family for a future in which women are likely to lose their jobs is the cluster of Federal and state government’s proposed changes to higher education as a social experiment without any worthwhile benefits. The social experiment is also compounded by the federal government’s proposed changes to higher education as a social experiment without any worthwhile benefits.

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**Budget 2014 – Who are the winners and who are the losers?**

<table>
<thead>
<tr>
<th>Winners</th>
<th>$25,000,000,000</th>
<th>$20,000,000,000</th>
<th>$15,000,000,000</th>
<th>$10,000,000,000</th>
<th>$5,000,000,000</th>
<th>$0</th>
</tr>
</thead>
<tbody>
<tr>
<td>People</td>
<td>18%</td>
<td>10%</td>
<td>6%</td>
<td>4%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Companies</td>
<td>53%</td>
<td>20%</td>
<td>12%</td>
<td>7%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Individuals</td>
<td>15%</td>
<td>10%</td>
<td>12%</td>
<td>6%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Others</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Tasmanian Catholic Campaign Campaign**

The IEU is very clear on this matter – parental care and human rights systems should always be created as instructional load. It is a significant contributor to the care of the class. Their duty of care doesn’t stop just because they’re not delivering a lesson at the time.

Redundancy

The current Tasmanian Catholic Agreement has no reimbursement pay rates. We want the security of knowing people will get at least 2 weeks per year of service (paid at 50 weeks’ pay) plus an extra 4 weeks if over $50K. This is nothing more than securing what the Tasmanian Catholic Budget has actually paid in recent times (Gaileyn Young College a few years ago, and 10 staff last year). There is no suggestion that any school is considering redundancies, so this claim may cost nothing at all. If there are any redundancies, so this claim may cost nothing at all. If there is any claim that is more than they have actually paid in the past, it is impossible to say that our claim is unreasonable.

**Support staff wages**

One of the key claims the TCEO is attempting to make is to stop employers from cutting support staff wages by reducing the number of weeks they are paid from year to year. Currently many members, often the lowest paid in the school, work as little as 14 or 15 weeks of the year, and the rest is unpaid. Where the employer can change this number from one year to the next so their pay can be cut without notice. We need a minimum of 40 weeks (the number to be fixed on appointment) and capacity to bank additional hours worked to make up at least 2 weeks per year.

**Classroom time**

In addition to support staff wages, the IEU has been engaged in a simple but important battle over teacher/instructional loads. Changing the TCEO’s claim is unreasonable to include ‘homeroom time’ as part of secondary teachers’ instructional load from 2015. Suddenly, in April this year, they back-flip, saying it was too expensive.

**The STICKING POINTS**

**RESPECTING SUPPORT STAFF**

Roe Richardson, a teacher assistant at St Thomas More’s Catholic Primary School, shared her thoughts on the campaign at the Launceston rally to a standing ovation.

I have been a teacher assistant in the Catholic Education system for 16 years. In all those years I have never had real job security. At the end of each year one of those years I have never known what my hours will be next year, or how many weeks employment I will be offered.

My qualifications have never been recognized or rewarded. My skills and years of experience have never been recognized in my pay scale. When my employer says I am a valued employee, I know exactly why I am valuable. I am valuable because of my dedication to my job, my loyalty to my school, my belief that what I do is important, my care for the children. I work with my heart, my soul and my mind – helping them to reach their learning potential.

We support students with specific individual programs to assist with behavior management.

We are the people who work closely with the children who are the most disadvantaged and vulnerable in the educational system.

I am here today because I have fought for many years for recognition of teacher assistants and the role they have in educating children. It is disappointing that it has come to this. That we are denied the dignity further insight and to develop the professional skills in a particular area.

We are required to have a good understanding of educational programs students and detailed knowledge of individual children’s learning needs and styles provides invaluable information for the school in developing learning programs related to the needs of the individual.

Thank you to all those IEU members who spoke so brilliantly at our rallies:

Rory Nee, Paul Mannion and Roe Richardson (Launceston); Ty Cooper, Kate Lokha, John Waddell, Jenny Oliver and Adam Cron (Hobart); and Kate O’Brine, Adene Pahle, Julie Bruton and Mark Gurney (Burnie).

**Resolution Passed Unanimously in Launceston, Hobart and Burnie:**

This meeting of IEU members, having heard the report from the bargaining team,

1. Condensed the TCEO in the strongest terms for putting a final offer which is neither fair nor justifiable

2. Calls on the TCEO to move to the position on the three outstanding matters and to agree to:
   - A minimum 40–42 weeks of wage for support staff
   - Including past paid and home time in secondary teachers’ instructional load
   - Redundancy/severance pay of 2 weeks per year of service + 4 weeks where the employee is 45 years of age or over

3. Fully supports the IEU’s bargaining team and the steps that has taken in its pursuit of an Agreement that fair and respects the work of support staff and teachers

Endorses the IEU arranging further industrial action in term 2 should this be necessary to achieve a fair offer.

#IEUcampaign

Thank you.
Progress Towards New Agreements

A new bargaining initiative has got underway since our last edition.

The IEU is representing teachers across Victoria’s Seventh Day Adventist Schools. The Agreement will be a significant milestone for the school with a claim having been presented. The Agreement will be made in stages where wages and conditions are comparable with State and Catholic school standards. Clarity around what is included in face-to-face teaching and attendance time requirements will also be important.

Bargaining continues at:

- Alphington Grammar School
- Bauple Manor Grammar School
- Ballarat Christian College
- Bayview College
- Beaumaris Grammar
- Berry St
- Berwick Grammar
- Christ Church Grammar
- Eltham College
- Ferntree Gully School
- Footscray Grammar School
- Gippsland Grammar
- Highgate College
- Hume Anglican Grammar
- Illawarra Christian Grammar
- King David School
- Life Education
- Melbourne Montessori School
- Doncaster College
- St Catherine’s School
- St Margaret’s School
- St Mary’s Orthodox Coptic College
- Westbourne Grammar School
- Wonthaggi Baptist College
- Yarra Valley Grammar

The Parties at Preshil have made a great start in presenting their claims and for members in independent schools.

Top on the list of outcomes is being very important and says that having a stable learning means that students benefit too. With a total staff cost of $800,000, there is an unreal increase and going of personnel on parental leave. Again, Mr Hanley takes the case that the colleges and groups balance the work and balances the overall staff. The vast majority of staff employed to replace a parent on parental leave are offering ongoing employment. To date, there has never been an excess situation. He believes that offering permanency often results in more interest in teaching at the College from potential applicants. Mr McNally and the Group balances the overall state of affairs for a consultative committee in achieving the best possible outcome for all staff participating, as agreed.

The parties at Shelford Girls’ School have made a great start in presenting their claims and for members in independent schools.

The Agreement will be presented in stages where wages and conditions are comparable with State and Catholic school standards. Clarity around what is included in face-to-face teaching and attendance time requirements will also be important.

Bargaining continues at:

- Kilvington Grammar School
- Kilsyth Grammar School
- St Mary’s College
- St Monica’s College
- Yarra Glen Grammar

The Parties at Shelford Girls’ School have made a great start in presenting their claims and for members in independent schools.

Congratulations to all the Staff at Shelford Girls’ School for their hard work and dedication in achieving this Agreement was developed in consultation with the parties. Both these developments have made a great start in presenting their claims and for members in independent schools.

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When does SCT start for primary teachers?

With the 2013 VCEMEA providing for a reduction in the maximum scheduled class time (SCT) for a teacher in Catholic primary schools from 28 hours to 25.5 hours per week, how this change is implemented is a major one in relation to the potential impact on the workload of teachers. This being the case, IEU members should access the capacity of the Consultative Committee process to have input into how this change is implemented within their school. To determine for the SCT you need to work out the following:

### Reduction in Scheduled Class Time in 2015 for Primary Teachers

<table>
<thead>
<tr>
<th>Example of Your School</th>
<th>Week 1</th>
<th>Week 2</th>
<th>Week 3</th>
<th>Week 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SCT Hours</strong></td>
<td>28.5</td>
<td>28.5</td>
<td>28.5</td>
<td>28.5</td>
</tr>
<tr>
<td><strong>Release Time</strong></td>
<td>2 hrs</td>
<td>2 hrs</td>
<td>2 hrs</td>
<td>2 hrs</td>
</tr>
<tr>
<td><strong>Total Day</strong></td>
<td>26.5</td>
<td>26.5</td>
<td>26.5</td>
<td>26.5</td>
</tr>
</tbody>
</table>

**Note:** The above table is an example of the potential impact of the change to the maximum scheduled class time for primary school teachers. Each school will need to engage in the consultative process and plan for the implementation of the changes to their specific workload.

### Associated decisions

Associated with the above, the members whose schools, through the Consultative Committee, process, might potentially experience how the additional release time will be used in their class. A specific subject or more emphasis on the existing ‘specialist’ period or it may mean that the ‘core’ subject will be shared with a teacher providing release for the specialist class.

Another impact of the change to the potential 2015 release time for part-time members which may become available to them, depending on how a school provides the release time. A school with a 20-40 FTE teachers, there will be another 30 hours per week or 2014 which is equivalent to 264 hour part-time position (248 hours/285 hours) in the next or more easily part-time. Larger schools, the Employment Act is the opportunity for members to contribute to and influence the process.

**3 Combined over fortnight:** By combining the 30 minutes per week over a fortnight, this would provide for one hour of release which would give a longer period of release which may assist with either the group planning or SCT planning process. (Note: It may also assist with part-time hours being organised more easily)

### Library Lab and ICT — changes to staff classifications

The new Victorian Catholic Education Multi-Enterprise Agreement will change the way that Lab, library and ICT staff are classified.

**Background to the New ES Classification Structure**

The new structure has been introduced to five levels. The new structure is competency-based and used the existing classification level for the classification level for a core staff member.

- **Level 1:** an entry or beginning grade for this group with the new level that describes your job.
- **Level 2:** for level one, ES levels 3 and 4, and level one, ES levels 1 and 2.
- **Level 3:** the new levels that apply. These can be automated translated last year to new level classification (ES level 1 to ES level 2). The new structure (Level 3) is the opportunity for members to determine the core staff member. The new structure (Level 3) is available on the 2015 LSE.
- **Level 4:** has been denoted the same proportion of full-time staff across a diverse set of functions and salary levels. If members have been denied the extra release time was provided for level 4.

**New Level structure for ES Level 1**

If you are a new core, ES level 1 should be employed under the new structure at the level that describes your role.

**New Level structure for ES Level 2**

If you are a new core, ES level 2 and level 3 should be employed under the new structure at the level that describes your role.

**New Level structure for ES Level 3**

If you are a new core, ES level 3 and level 4 should be employed under the new structure at the level that describes your role.

**New Level structure for ES Level 4**

If you are a new core, ES level 4 and level 5 should be employed under the new structure at the level that describes your role.

**New Level structure for ES Level 5**

If you are a new core, ES level 5 should be employed under the new structure at the level that describes your role.

**New Level structure for ES Level 6**

If you are a new core, ES level 6 should be employed under the new structure at the level that describes your role.
Loretta Cotter
Acting General Secretary

On the back of a well-attended Rep forum and dinner the previous evening, numbers were up in all Councils, with Independent Council on the back of a well-attended rep forum and dinner the previous evening, numbers were up in all Councils, with Independent Council membership.

The challenges facing the union received and highlighted both the amalgamation of the positive feedback about how to provide valuable and one open to IEU members in and will help shape and form the first survey has generated a lot of valuable information and the recently conducted State of overview of how the Union is tracking in 2014 is tracking in 2014 ction General Secretary Independent Council focussed on their schools.

On Friday 16 May a group of about 30 Reps gathered together for our Rep Forum on ‘Political and Social Campaigning’.

The purpose of this year’s Forum was to look more broadly at the different ways members can become actively involved in a variety of community campaigns.

The 2014 Forum kicked off with an introduction from Assistant Secretary David Bowr in which he highlighted some of the ways in which the IEU advocates on behalf of members working in our sector, including at State and Federal Government level. The IEU’s Consultative Committee (CC) is an important part of the IHU’s advocacy role and the way it engages with the Federal Government.

The Forum also featured a presentation by ACTU President Ged Kearney, who gave an overview of the union movement in Australia. Ged discussed the importance of collective action in achieving change, particularly in the area of education. He highlighted the role of unions in improving working conditions and making workplaces fairer and more caring places to work.

Ged also talked about the importance of a strong union movement, and how building a bigger and stronger union is critical to achieving social change. He discussed the role of the IEU in representing members and ensuring their voices are heard in all levels of government.

The Forum was a great success, with well over 200 new members joining in the month of June.

On the eve of the Forum and Rep Dinner was to bring people together to look beyond the day-to-day job of being a rep in a school. It is an opportunity for reps to talk to one another about some of the challenges facing our union and share ideas and strategies for activating our sub-branches. The purpose of the Forum was to promote and raise the profile of the union among members and non-members.

The Forum was attended by over 200 reps from across the state, including representatives from the Catholic, Public and Independent sectors.

The Forum included discussions on a variety of topics, including the role of unions in education, the importance of collective bargaining, and the need for stronger and more effective campaigning. The Forum also featured presentations by representatives from a range of other organisations, including the Australian Council of Trade Unions (ACTU), the Victorian Trades Hall Council (VTHC), and the Catholic Education Victoria (CEV).

The Forum concluded with a dinner, where ACTU President Ged Kearney gave a presentation on the role of unions in improving working conditions and making workplaces fairer and more caring places to work.

ACTU President Ged Kearney
In your workplace, do you do any of the following. More heavy equipment, carry a ladder, carry heavy equipment, push a trolley, carry a ladder, retrain a student, use a laptop, carry repetitive administrative tasks, load the Cake machine, bend for long periods of time at the same height as student desks, or carry books or resources around the school?

**MANUAL HANDLING: What’s the limit?**

![Image](https://via.placeholder.com/150)

To whom do we have to thank for the introduction of manual handling? Are we prepared to do anything that is necessary to ensure that our workplaces are designed to reduce injuries? Are we prepared to do anything that is necessary to ensure that our workplaces are designed to reduce injuries? Are we prepared to do anything that is necessary to ensure that our workplaces are designed to reduce injuries?

**MEETING POINT PROJECT: Social Inclusion – A vital measure of a healthy and community school**

Research confirms the importance of social inclusion, and being a fully accepted member of a community has both for families, individuals and young people.

Conversely research also confirms the negative impact on well-being, educational achievement and mental health that being excluded, left behind, or having negative experiences of school can have. Schools with a positive approach and strategy for inclusion are far more likely to succeed.

In addition, the Meeting Point Project is an initiative to engage young people, and those excluded around the notion of inclusion. Meeting Point is a youth-led initiative that brings together a diverse range of youth and community organisations including the EUA, the Victorian Government, Good Shepherd Youth and Family Services, Kildare Mission, NatWest QLD Principals.

Over the past 10 years Meeting Point has engaged with school staffs, community and education agencies in developing deeper understanding of the notion of inclusion and where there remain issues to be achieved. The research and the report itself has provided for comprehensive feedback on the issue.

Schools have a vital role in establishing young people are safe, healthy and well included in all aspects of their development. In building this important and significant school, they must be supported to act, and support others to act in the way that this is a collective goal. Each one’s story is shared in 2014. It is called the Special Inclusion Checklist and can be found in the Meeting Point website. The website also contains a range of resources that schools are free to use.

This checklist is particularly designed to assist schools to encourage, empower, enable, motivate and support their students in their practice to supporting inclusion family. Economic disadvantage is one important determinant of exclusion. An example of school fees and charges can highlight many areas where children may be unacceptably excluded due to their families’ capacity to afford some of these educational needs. The checklist provides guidance as a conversation starter with general staff as well as an instrument.

The following is a simple guide to supporting manual handling injuries in your workplace:

**Step 1** Identify all tasks associated with manual handling

**Step 2** Identify all tasks that have at least one factor that makes manual handling associated with it

**Step 3** Assess the risk of injury of each of the hazardous manual handling tasks

**Step 4** Ask, can any of the tasks be eliminated? If you make sure the task is not carried out by anyone

**Step 5** Develop a risk control plan for each of the remaining tasks so that the risk of injury can be reduced as much as possible. To do this, consider ways to change the way the task is done, how the job is designed or the physical layout of the workplace. Consider writing tailored procedures for some tasks and the use of mechanical aids to lower the risk.

At all stages, consideration between leadership, health and safety representatives and the employees is the task is important and required. For further information, assistance with manual handling risk reduction, contact the workplace and health and safety hazards contact your EU Officer.

**REDUCING THE SPREAD OF FLU IN THE WORKPLACE**

The influenza virus is a major cause of illness and important reason for workplace absenteeism. In Victoria, the influenza virus is spread particularly during the winter season. Influenza is highly contagious and can be transmitted by respiratory droplets released when an infected person coughs or sneezes. The virus can survive for several hours in the air and can be transmitted to others up to 3 feet away.

The influenza virus can cause a range of symptoms, from mild illness to severe illness and death. Influenza can be particularly severe for young children, elderly people, pregnant women, and people with underlying health conditions. Influenza vaccination is the best way to prevent influenza, and it is highly recommended that all eligible individuals receive the vaccine each year.

**What are the symptoms of influenza?**

- Fever: a temperature above 37.5°C. This can be a sign of influenza or other illnesses, such as respiratory infections.
- Chills: sudden and intense body shaking that often occurs with fever.
- Muscle aches: pain or discomfort in the muscles of the body. This can be a sign of influenza or other illnesses, such as respiratory infections.
- Street South Melbourne Available both face-to-face or on-line.

**For more visit:** www.ieuvictas.org.au

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**The IUU Principal’s Council**

The IUU Principal’s Council consists of principal sub-branch representatives coming from the four dioceses within Victoria.

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**Principal’s Council On The Road**

Meeting Point is a joint initiative of several educational and health industry peak bodies that provides schools with guidance and support to establish and implement a comprehensive manual handling program in their workplace.

The IUU Principal’s Council is proud to have been invited to present at the Principals’ Council on the Road event. The focus of this presentation will be to inform participants about the importance of manual handling and the role that educators and administrators can play in ensuring that workplaces are safe and healthy.

In a hybrid format, a program of short presentations will be delivered, followed by a roundtable discussion facilitated by the presenters. Participants will have the opportunity to ask questions and discuss issues of concern with the presenters.

**Upcoming Courses**

**IUU Leadership Program**

Building common purpose with leadership teams.

**Date:** 22 July 2014

**Location:** St Patrick’s Primary School, 2906 River Rd, Templestowe, VIC 3141

**www.learcnet.org.au**

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Actually, it's Surprisingly Easy Being Green

In the last week of term 2, IEU members joined together with ARU members at the Green Schools Conference. They were treated to a brilliant day kicked off by Costa Georgiadis who delivered the keynote and got the participants thinking about themselves as consumers, focusing on how much energy goes into everything they buy.

**Strike Action at Life Education!**

After 18 months of fruitless bargaining, IEU members at Life Education have unanimously endorsed a campaign of protected industrial action.

The first planned strike action started a day's step down — but rather than stop home educators will come from all over Victoria to do PD at the IEU during the school holidays — PD which is critical in their life education vans.

The past few months have been a real trial for members at Life Education. The union has been committed to the great program provided by Life Education but they have faced a raft of attacks on their employment conditions. Now management want to move away from employment conditions that have helped morale and enhancing relationships. They face a raft of attacks on their employment conditions.

They want a wage freeze for one year for all staff and a permanent freeze on the top two pay points for teachers. New conditions are being negotiated with those who are not yet registered.IDs remaining pro-rate school holidays and requiring teachers to come in for 10 days of school holidays. Cuts are proposed to travel allowances, meal allowances and leadership allowances. The first industrial action proposed by IEU members means they will lose a day's pay, but it will not yet affect students or schools.

Experienced educators will run the PD needed and we will hold a media conference with surprise guest Harold the Giraffe.

We wish members in Life Education all the best with their campaign.

**Have you started planning for the future?**

Regardless of your present situation, financial planning is key to achieving your financial and lifestyle goals.

Our Financial Planners can offer specialist advice on:

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*For all consultations booked between 1 – 31 July 2014. The information does not take into account your objectives, financial situation or needs. Therefore you should consider the appropriateness of this information and refer to the Terms and Conditions or the relevant Product Disclosure Statement (PDS) before acquiring a product. These consultants are available by calling Financial Planning on 1300 654 193. Victoria Teachers Limited, ABN 44 087 651 769, AFSL/Australian Credit Licence Number 240 960.

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Call 1300 654 193
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EXPANDING YOUR MIND AND BROADENING YOUR HORIZONS.

JUST THE SORT OF GROWTH WE LIKE IN AN INVESTMENT.

We’re offering up to six scholarships to NGS Super members working in teaching, school management or support staff positions. You could be off to embark on a professional development project, course or study tour in Australia or overseas.

To apply, simply outline the course, project or activity you’d like to do, describing how this will contribute to your personal and professional development. Each scholarship is worth up to $3000, and you may apply multiple times. For more information visit ngsuper.com.au or call 1300 133 177.

For more information visit ngssuper.com.au

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development. Each scholarship is worth up to

study tour you’d like to do, describing how this

Australia or overseas.

SCHOLARSHIP

Awards 2014

EXAMINATION.

Wealth preservation

INVESTMENT.

3,500

programs in

/online

and organisations working to improve the

open to a broader network of individuals

and direction within the IEU.

30 Years of the Anna Stewart Memorial Project

A great deal has happened in thirty years and significant changes have occurred in the IEU since Anna Stewart filled rooms with her commitment to women’s rights and conditions in the workplace. It is true to say that both female employees and female employees still have a distance to travel before Anna Stewart’s vision of workplace equity and opportunity, irrespective of gender, is achieved.

However, in the past thirty years the Anna Stewart Memorial Project (ASMP) has provided women with the privilege of working within unions for a fortnight, shadowing union activists as they move through the day-to-day challenges, events and successes. With this opportunity we have been amazed by everyone’s passion and dedication within the IEU.

Designed to encourage more women to be present and active in union, the fortnight program consists of two days each week at Trades Hall with the remaining days in the union of choice. In some cases women nominated to move outside their comfort zone and experience vastly different sections. The fourteen participants in the May intake represented diverse workplace settings: finance, education, health, transport and maritime, and this enriched each participant exposure to a rich pool of skills, team and experiences.

Women from a coastal area and influence the culture of a workplace. Within unions and at the workplace, women have the immediate capacity to identify workplace apartheid and insist on accommodating changing demands through consultation and inclusion. The ASMP has highlighted the way forward for women who are motivated to support other women and continue to nurture voice, opportunity and change.

For all enquiries email therese@tln.org.au

The next opportunity to participate in the ASMP is Monday 6 October – Friday 17 October 2014. Replacement costs are available to participants. Consider this project as part of your personal and professional growth. Application forms are available on the IEU website. For more information please contact Therese O’Loughlin tlooghlin@fairwork.org.au

THANKS FROM TRACEY AND MONICA

The IEU recently played host to two Anna Stewart participants, Tracey Sprei from Kingwood College (below left), and Monica Hyams from Flency Valley Montessori (right).

What is this Online Learning?

Professional Development practice is increasingly dominated by ‘online learning’. What does online learning mean in 2014?

The Teacher Learning Network (TLN), the IEU’s professional development provider, is the leader for online professional learning with over 3,500 people attending its programs in 2013.

TLN has the following dimensions:

Live online programs

The program delivered live to your computer by the facilitator. The online audience is the only audience. With the online software used by TLN, you see and hear on your computer a real-time video stream of the presenter who is delivering live to camera. You see their presentation notes (typically Foopoint). Various ‘activities’ can be incorporated to enhance your engagement including a whiteboard facility, breakout rooms and brainstorming tools.

You participate in three sessions from your computer or laptop at home or work by simply clicking on a website link. As a participant you main form of interaction is via an on-screen text service.

A live streamed event

The programme is streamed live to the presenter and the only audience is the IEU’s online streaming software. In this case, you watch and hear the presenter conducting the workshop and stream to you in real time. You will see and hear on your computer the streamed video of the presenter, and hear their presentation notes and you will also hear the interactions and questions from the live audience. An online participant you are able to ask questions or make comments through a dedicated online host who will pose them on your behalf to the presenter. The best presenters set up specific activities for the online audience.

On-demand programs

These are online sessions that you undertake at a time of your choosing. At the TLN we have two types. Recordings of live sessions. We record ‘live online’ and ‘live streamed’ events and make them available on the website. In this instance you see an overview of something that has already happened. It is a useful alternative if you cannot get to the event at the scheduled time.

Purposely created online courses that may include music, readings, quizzes, reflection activities and information from the teacher who created the workshop. ‘TLN saves the Articulate Storyline software to create programs.

Online learning increases accessibility and flexibility for people in regional and remote locations. ‘TN is able to respond to your request to hear from the best presenters. For people with family commitments eg. young children, you can do the sessions from home and at a time that suits you.

At the TLN we have spent years building the capacity of teachers to present interesting, engaging and effective online programs and we now have reliable online software and skilled staff who can maximise your PD experience.

Sign up to receive our regular email offers, and you’ll go into the draw to win a fantastic $2000 home theatre package!

How to enter

Simply complete the online form at unionshopper.com.au/p2014 or complete the form in your 2014 Union Shopper Directory of Services.

It gets better

Tell your friends and colleagues about this competition, and if they register as a result of your referral you’ll both go into the prize draw.

*For T&Cs visit unionshopper.com.au/p2014

Competition closes 30 November 2014

EXPANDING YOUR MIND AND BROADENING YOUR HORIZONS.

JUST THE SORT OF GROWTH WE LIKE IN AN INVESTMENT.

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Workers in Bangladesh

Last year the Point reported the terrible tragedy in Bangladesh when the Rana Plaza building collapsed killing more than 1000 people and injuring a further 2500.

The building had been approved for only five of its eight stories and, despite being evacuated the day before it collapsed, factory bosses threatened workers with loss of pay if they didn’t go back into the building to work, eventually resorting to beating the terrified workers down through the front door. Those killed were garment workers, many making fashion for Western countries including Australia. The international campaign for the rights of garment workers in Bangladesh led by the IndustriALL Union was supported by the Textile Clothing Footwear Union of Australia and included seeking a legally binding agreement requiring employers to provide safe workplaces as well as compensation for the families of those killed or injured at Rana Plaza last year.

We are happy to report that the release of garment workers who had been imprisoned in Cambodia after striking for a decent minimum wage visit www.industriall-union.org.

What can you do?
As consumers we have the power to support ethical labour practices through the choices we make when buying clothes and shoes. To find out which brands are accredited by Ethical Clothing Australia as suppliers, supporting their workers with their legal entitlements visit ethicalclothingaustralia.org.au

This site also has a list of accredited suppliers of school uniforms – in your school uniform supplier on the list?

For great teaching resources about how we can all help end exploitation in the clothing industry both locally and globally visit www.fairwearac.org.au

What can you do?

From around Australia

Members of the EU in NSW are taking industrial action against a proposed enterprise agreement put forward by the employers’ representatives that seeks to impose significant cuts to their current work conditions, pay and job security. The EU has been unable to reach agreement over a number of issues put forward by it, while the employers have put forward a document that reduces pay and conditions for support staff including annual progression and permanency arrangements, the removal of existing promotion positions and related entitlements, a reduction in sick and long service leave after 10 years, a change in the range and qualification of conditions such as casual to fixed hours. Members in each Discipline are writing on whether to take stop work action with members in Newcastle already walking out and a stoppage planned for ongoing discussion next month. Vitalising continues across the other regional and rural Disciplines, with the union expecting similar levels of support for industrial action.

Calls have been made in Queensland to allow school principals access to the Central Data of patients in order to better protect vulnerable children. An inquiry into the death of an eight-year-old who had heard that if the last child at school the next day was still at school, the parent was still receiving payments in the area, it may have led to intervention by government agencies. There was no contact by school or welfare agencies with the girl for almost a year as they believed the was missing or a runaway, and it is claimed that greater sharing of information and contact details would help monitor children in an at-risk situation.

From around the World

In the United Kingdom, members of the National Union of Teachers are taking strike action with members from other unions in early July in support of their ‘Stand up for Education’ campaign. Unions are campaigning around pay and conditions as well as the emphasis on testing, data collection and marking. The General Secretary, Christine Blower said: ‘The Government is still failing to make progress on our trade dispute over teachers’ pay and conditions and worked for the 50% performance related pay, working until 63 years of age, and being reduced for 60 hours a week, is unsustainable.

Two union members in the capital of Nepal Kathmandu are in the seventh month of a hunger strike demanding permanent contracts. The protest started in 2010, but has not redress in any of the unions as they are campaigning around cuts to pay and job security for temporary teachers with the same conditions as permanent ones, but the government has so far ignored the strike.

And finally the Principal of Roosevelt High School in New York USA has been forced to apologise after plagiarising his letter to the graduating class, which appeared in the school’s yearbook. The letter was almost identical to a book report written by another Principal, but the principal was the new in the capital of Nepal Kathmandu, who had been imprisoned for striking for a decent minimum wage.

What can you do?

Do you need to pay an international invoice, purchase a property or send money to family members overseas? EU members enjoy competitive foreign exchange rates across 52 currencies and free international money transfers*

To access this offer, call Oxforex on 1300 300 424 or visit memberadvantage.com.au/ieuvictas/Oxforex

*Based on foreign exchange rates as at March 2013

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To consider whether Tasplan is appropriate for you, obtain a Product Disclosure Statement by calling us on 1800 005 166. Tasplan Ltd. ABN 13 009 563 062, AFS Licence No. 235391.
In the lead-up to the Victorian state election on 29 November, IEU members will be fighting for a better deal from whoever wins government:

- More special needs funding for students in non-government schools, because all children deserve a quality education, regardless of which school they attend.
- Indexation of non-government school funding, maintaining current arrangements, so that all schools have greater funding certainty.
- Equal Opportunity Act reforms that will prevent the ability of employers to arbitrarily discriminate against workers on the basis of their sexuality or even marital status.
- No performance pay introduced into Victorian Schools, by policy, Agreements or any other means. Performance pay is divisive, ineffective and unacceptable.
- Better TAFE and VCAL funding, including a reversal of recent cuts, and new commitments to the proper resourcing of vocational education and training in the future.
- Safe Schools Coalition actively promoted to non-government schools, so that all schools are supported and actively encouraged to introduce anti-homophobia programs and create a safer environment for GLBTI students.
- Better public sector bargaining, conducted in good faith, occurring in a more expedient fashion and not bound by arbitrary government wage polices.
- More support to investigate and regulate non-government schools, because IEU members should never lose jobs, and no student’s education should be disrupted, just because a school is poorly managed.
- Free and fair elections for VIT Council which guarantee teachers will be appointed to this key body and ensure it is truly representative.

Look out for our campaign launch soon, or email educationmatters@ieuvictas.org.au for more information.