

Independent Education Union Victoria Tasmanian - Media Release - 21 April

Last week the IEU challenged stand-down decisions in three independent Victorian schools. Two of these matters have been largely resolved, and the third has been listed for arbitration at the Fair Work Commission in early May.

At Ballarat Clarendon College we've negotiated an outcome acceptable to our members based at the King Island campus, who had been informed that they would be stood down without pay and that their accommodation arrangements would be maintained for only two weeks. Following conciliation at the Fair Work Commission and further direct negotiations, the College has agreed to continue to provide accommodation and will seek to provide them with meaningful paid work.

In conciliation at the Fair Work Commission last Friday, Haileybury committed to consulting with us around their proposed stand-downs. As a result of this very productive consultation, the school agreed that the proposed stand-downs of over 30 music teachers would not proceed and announced to staff on Monday afternoon that these teachers will continue their paid employment.

Ivanhoe Grammar appears at this stage to be pushing ahead with stand-downs of a significant number of non-teaching staff. The IEU believes that these stand-downs are unjustifiable and unlawful. We are deeply concerned that this well-resourced school is attempting to pass the costs of the adjustment to remote learning on to lower-paid and more vulnerable employees who clearly have other legitimate work that they could be undertaking. This matter looks set to proceed to arbitration in early May.

Quotes attributable to General Secretary Deb James:

"The positive outcomes at Haileybury and Ballarat Clarendon College demonstrate that with proper consultation, schools are able to treat hard-working staff with decency and respect during this difficult time.

"We congratulate Haileybury for their preparedness to reconsider their decision and agree to an outcome that is clearly to the benefit of students, staff and the whole school community."

"We commend Ballarat Clarendon College for committing to the wellbeing of staff on King Island who had been deeply concerned that they would be left without stable accommodation until normal schooling resumes."

"We will continue to oppose the unfair stand-down proposals at Ivanhoe Grammar. We know that this school can afford to treat staff better than this. The vast majority of schools are doing the right thing by their staff, and we again call on Ivanhoe Grammar to do so as well."

"We call on all employers in non-government schools to consult with us and with their staff before rushing into any decisions which unreasonably disadvantage staff. We prefer good-faith negotiations to disputes, but we will actively challenge any unjustifiable stand-downs in our schools."

[Our 14 April media release on this matter is available here.](#)