

Joint Statement

14 July 2022

**Diocese of Sale Catholic Education Limited (DOSCEL)
Independent Education Union Victoria Tasmania (IEU)**

Enterprise Bargaining Update

The Diocese of Sale Catholic Education Limited (**DOSCEL**) has reached in-principle agreement with the Independent Education Union Victoria Tasmania (**IEU**) as bargaining representatives of employees working in Catholic schools in the Diocese of Sale (excluding Lavalla Catholic College, Traralgon and Catholic College Sale) and the DOSCEL Secretariat.

The Proposed Agreement is in settlement of all claims raised by the Parties during negotiations and will have a nominal expiry date of 31 December 2025.

The Parties have worked collaboratively, involving a mutual problem-solving approach focusing on long term gains for all Parties to create a system of highly effective schools with effective workplace practices.

The Proposed Agreement provides for:

- salary increases for staff consistent with arrangements in the Department of Education and Training
- strategies to address teacher workload issues
- recognition of effective consultation processes
- improvement of classification arrangements for Education Support staff, School Services Officers, Deputy Principals and DOSCEL Secretariat staff
- additional leave entitlements including increased parental leave and the introduction of support arrangements for victims of historical sexual abuse
- the inclusion of business managers in secondary schools.

A summary of the key features of the Proposed Agreement is attached.

The Parties acknowledge that managing workload is crucial for staff wellbeing. The Parties are committed to working together, through the Consultative mechanisms in the Proposed Agreement, to manage employee workloads. The Parties are committed to working together to create and maintain an environment that enables employees to perform their duties at reasonable times of the working day.

More information to principals and staff will be provided by each of the Parties to support the approval by the Fair Work Commission.



Debra James
General Secretary
Independent Education Union Australia
Victoria Tasmania



Maria Kirkwood
Chief Executive Officer / Director of
Catholic Education
Diocese of Sale Catholic Education
Limited

Key Features of the Proposed Agreement

Salaries and Allowances

- A lump sum payment to all employees subject to a positive employee vote and prior to the Fair Work Commission approval of the Proposed Agreement
- Seven 1% salary increases from July 2022 to July 2025 on a six-monthly basis
- Back payment of the July 2022 salary increase
- Salary increases to be paid to all employees on the same date
- Introduction of a position allowance of 1% of the total salary to which the employee is normally entitled as at 1 December of the year in which the allowance is paid to DOSCEL Secretariat staff, deputy principals, secondary business managers, teachers and education support employees (subdivision 2-8 and above). The allowance is to be paid in December of each year, commencing in December 2022
- Superannuation contributions to be paid monthly
- Increases to the payments for Positions of Leadership and other allowances
- All higher duty allowances to apply after 10 days except for the current arrangement for School Services Officers
- Accident make up pay increased to 39 weeks
- Earlier access to redundancy and severance payments

Classification

- Changes to salary classification structure for Education Support including the inclusion of School Services Officers
- Inclusion of a new Level 6 for Education Support staff (secondary schools only)
- A single classification structure for DOSCEL Secretariat staff
- Alignment of the enrolment bands for Primary Deputy Principals with Primary Principals
- Introduction of a new classification structure for Secondary Deputy Principals
- Inclusion of Business Managers in secondary schools.

Teacher Workload

- A reduction to scheduled class time in 2023 and 2024
- Introduction of Time in Lieu arrangements for teachers
- Teacher work will be based on the 30/8 model from the commencement of the 2023 school year.:
 - 30 hours per week to undertake the work directly related to the teaching and learning program of their class(es) with the duties undertaken within the time determined by the teacher

- 8 hours per week are available for lunch and other activities (such as yard duty, meetings, and/or other duties)
- Continued provision of professional practice time for teachers
- The Parties commit to working together, through the consultative mechanisms in the Proposed Agreement, to manage Employee workloads, including:
 - planning across the school year to reduce workload during peak periods
 - scheduling and conducting meetings in the most productive manner
 - considering the impact of change on workload and to consult with affected Employees
 - supporting Employees, through the provision of time, to meet workload demands
 - eliminating unnecessary duplication and inefficiencies
 - reviewing assessment, reporting and student data collection processes for their alignment, timing and efficiency
 - ensuring that Employees are not required to access or respond to work related emails or other messaging outside the ordinary hours of work
 - being proactive in implementing best practice around the workload management of all staff.

Leave

- Improvements to Parental Leave:
 - paid parental leave will increase to 16 weeks
 - paid partner leave will increase to 4 weeks
 - superannuation contributions to be paid during the first 12 months of unpaid parental leave
 - earlier access to parental leave entitlements (30 school weeks or three (3) school terms)
 - introduction of foster and kinship care provisions
 - improved pre-natal appointment provisions
- Availability up to 20 days leave for family and domestic violence for all employees
- All Category C Education Support Employees will be entitled to 7 weeks of annual leave and all public holidays
- Introduction of Sexual Abuse Survivors Support provisions
- All employees other than casual employees with a personal leave balance will be eligible for one day (7.6 hours) paid leave for any purpose determined by the employee to be taken at a time approved by the principal
- Leave without pay requests will only be refused on reasonable grounds with the reason(s) provided in writing Clarification of end of year arrangements for Category B Education Support staff.

Casual Employees

- Removal of casual relieving mode of employment
- Emergency teachers to be renamed as casual relief teachers
- All casual employees can be employed for up to 30 consecutive days, including casual relief teachers
- Increased rates of pay for Casual Relief Teachers
- The rate of pay for Casual Relief Teachers will be Level 5 of the *Educational Services (Teachers) Award 2020*, from the date of approval of the agreement.
- Casual Relief Teachers who work in a DOSCEL school for a minimum of 15 days in a school year will be provided with two paid days to undertake professional learning.
- Improvements to Long Service Leave for casual employees.

Consultative Arrangements

- Provision of paid leave of one day to provide training for employee representatives of the Consultative Committee.
- Include non-teacher workload as part of the Consultative Committee arrangements
- Introduce consultative arrangements for primary principals and DOSCEL Secretariat staff
- Clarify arrangements where the Consultative Committee is unable to reach a decision on a recommendation
- Introduce review arrangements for Consultative Committee decisions in limited circumstances

Commitments

The Parties have included commitments in the Proposed Agreement in relation to supporting;

- Catholic Identity in DOSCEL schools
- High quality education in DOSCEL schools
- Workload management
- Creating and maintaining positive school climates that are safe, healthy and inclusive places for learning and work.
- Eliminating racism from schools and creating inclusive workplaces.
- Child Safety
- Industrial Relations Principles

Conditions

- Consistent notice periods for termination of contracts
- Clarification of renewal of contract for primary principals
- Redrafting of clauses in relation to redundancy, introduction of change and long service leave
- Commitment to limit the spread of hours of part-time staff