



13 June 2016

Dear School Staff

As you may be aware, the Catholic School Authorities (CSAs) and the Independent Education Union of Australia (IEUA) have been participating in bargaining as part of a New Approaches matter at the Fair Work Commission (FWC). CSAs and the IEUA have been working towards a replacement Enterprise Bargaining Agreement for Catholic school staff across Queensland.

The New Approaches discussions have concluded with in-principle agreement on a number of previously outstanding wage and non-wage matters. The parties will now work together to finalise a replacement Agreement, which will include 22 previously agreed matters, for the consideration of school staff prior to a ballot being held.

The in-principle agreement is a fair outcome for our staff who provide outstanding learning opportunities for young Queenslanders in Catholic schools. It is also an agreement that recognises the distinct nature of Queensland's Catholic education sector.

The agreement provides for:

- a four-year agreement delivering wage increases of 2.5 per cent per annum and a commitment to match the percentage of the wage/salary increase (if higher) provided to teachers employed by the Queensland Department of Education and Training. The increase will be back-dated to 1 July 2015 for teachers and 1 May 2015 for school officers and services staff.
- a number of one-off increases to the base amounts paid in many teacher classifications, to be paid from 1 July 2016.
- a review of the teacher classification structure with a view to implementing any changes by 1 July 2018. This review will be supervised by the Fair Work Commission and will give consideration to the Australian Institute for Teaching and School Leadership (AITSL) Australian Professional Standards for Teachers including the Highly Accomplished Teacher and Lead Teacher classifications.

It is expected that a ballot will take place in Term 3 to seek the agreement of all school staff to the replacement Agreement. Full detail of the replacement Agreement will be presented to staff before the ballot. If that ballot is successful the wage increase (and associated back pay) will be processed as soon as practicable.



I would like to express my gratitude for your patience during this round of Enterprise Bargaining. I appreciate your ongoing commitment to our students and school community.

Yours sincerely

A handwritten signature in blue ink that reads "Diarmuid O'Riordan". The signature is written in a cursive style with a large initial 'D'.

DIARMUID O'RIORDAN
Acting Executive Director

