

# **Your Proposed Enterprise Agreement**

## **NSW Catholic Independent Schools (Teachers-Model C) Multi-Enterprise Agreement**

**Briefing Session for Teachers**

# Teachers' Briefing Session

## Introduction

- A new Agreement has been negotiated between your employer and the Independent Education Union (IEU)
- Shortly, you will have an opportunity to vote
- The proposed Agreement is a multi-enterprise agreement:
  - It proposes to cover teachers at several schools
- Many of your current arrangements would continue

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## What we will be informing you of today

- Key features of the new Agreement, including proposed improvements in pay and conditions
- Ballot/voting process
- Approval requirements

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## Key features of the proposed Agreement

- Duration of the Agreement
  - If voted up and approved by the Fair Work Commission, the Agreement will expire on 31 December 2019
  - It will remain in place after this date until it is terminated or replaced

## **New classification structure for Teachers**

- Teachers will continue on the existing Incremental Model until 31 December 2016
- Teachers will transition to the Standards Model on 1 January 2017
- No teacher will be disadvantaged by the transition

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## Standards Model Structure

Following the transitional arrangements the Standards Model classification structure applies

Classification	
Graduate	Provisionally or Conditionally Accredited Teachers and Proficient Teachers with less than two years' full-time equivalent service
Proficient 1-5	Teachers who are accredited at Proficient Teacher and have completed a minimum two years' full time equivalent service will be classified as Proficient.
Highly Accomplished	A Teacher who is accredited, and maintains accreditation, at Highly Accomplished

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## Transition Arrangements

Current Step	New Classification
Step 5	Graduate
Step 6	Graduate
Step 7*	Graduate
Step 7**	Proficient 1
Step 8	Proficient 1
Step 9	Proficient 2
Step 10	Proficient 2
Step 11	Proficient 3
Step 12	Proficient 4
Step 13	Proficient 5

\* Step 7 Teachers who have not served a minimum two years' full-time equivalent service and gained Proficient accreditation will be classified as Graduate

\*\* Step 7 teachers who have been accredited at Proficient and have served a minimum of two years' full-time equivalent service will be classified as Proficient 1

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## Higher pay under the proposed Agreement

- Varied salary increases in 2017
- 2.5% salary increase 2018 and 2019



## Improved conditions

- Clause 5 – Terms of Engagement
  - The clause now includes increased support for Graduate Teachers. The increased support includes:
    - Regular feedback
    - Employers may provide a mentor
    - Concerns to be raised earlier in the accreditation timeframe

## Improved conditions

- Clause 13 – Personal/carer's leave
  - A teacher may now be required to produce evidence for taking personal/carer's leave after the first three days of leave taken in a school year, instead of after the first two days
  - Employers will now also accept evidence from registered health practitioners (e.g. Physiotherapists)

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## Maintained conditions

- A Mission, Teachings and Ethos clause
- Calculation of salary adjustments
- 17.5% annual leave loading
- Personal/carer's leave entitlement and cap
- Long service leave entitlement
- Other leave entitlements (including compassionate, jury service, community service and study leave)
- Options for additional super contributions
- Grievance and disputes procedures
- Fair Procedures clause

## Availability of the proposed Agreement

- The Agreement will be circulated/made available to all teachers by
  - email
  - hard copies will be placed in staff rooms in main administration and Blocks C, D and B for you to access
  - A copy of the agreement will also be placed on the college Website.

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## Access period

- On 23 November 2016 the 7 day access period commences - this is the formal 7 day period during which you have the opportunity to access a copy of, and consider, the proposed Agreement
- The access period will conclude on 30 November 2016

## Voting for the proposed Agreement

- You will be able to vote using an online ballot
- The ballot will be conducted by an independent company - the Australian Election Company (AEC)
- The ballot is confidential and your identity is kept separate to your vote
- The employer will only receive information on the outcome of the ballot, not who or how individuals voted

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## Voting for the proposed Agreement

- The AEC will provide you with instructions on how to vote online
- If you have not received the voting instructions by the time the ballot opens, you can contact the AEC Helpdesk on 1800 224 420
- **Voting Period**
  - **Starts 8am, Thursday, 1 December 2016**
  - **Closes 5pm, Friday, 2 December 2016**

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## After the vote

- Teachers will be notified of the result as soon as possible
- The Agreement will apply to each employer where a majority of those who vote at that employer, vote “Yes”
- The agreement **will not apply to any employer where the majority of teachers who vote at that employer, vote “No”**



## After the vote

- If the ballot is successful, CCER as the employers' bargaining representative, will apply to the Fair Work Commission (FWC) for the Agreement to be approved
- The FWC will assess the Agreement to ensure it complies with the law, and passes the Better Off Overall Test (BOOT)
- If approved, the Agreement will commence on 1 January 2017, or 7 days after it is approved, whichever is later

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## Conclusion

- The proposed Agreement secures pay increases and other improvements in conditions
- Your employer and the IEU endorse the proposed Agreement and encourage you to vote “YES”

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## Further information or Questions

- If you would like more information or have any questions about the proposed Agreement or the voting process, please ask your Principal.