



Catholic Education Multi-Enterprise Agreement Update

27 July 2022

Diocese of Ballarat Catholic Education Limited (DOBCEL), along with other Catholic Education employers, are negotiating the *Catholic Education Multi-Enterprise Agreement* (CEMA). DOBCEL has appointed representatives to the employer bargaining group to represent the interests of DOBCEL schools and employees.

Likewise, Melbourne Archdiocese Catholic Schools (MACS), Catholic Education Sandhurst Ltd (CES), and Catholic Religious Institute and Ministerial Public Juridic Person Victorian Schools Ltd (CRMV), have appointed representatives to participate in the negotiation process. The bargaining team has been engaging in good faith bargaining with the Independent Education Union Victoria Tasmania (IEU) since late 2021 and continues to meet regularly.

We are committed to bargaining in good faith with the IEU. Good faith bargaining means that each party gives genuine consideration to the proposals of other bargaining representatives and seeks to negotiate a fair outcome.

We are carefully reviewing the impact of any proposed changes or additional terms that may be introduced to the CEMA to find a fair and sustainable solution for our staff and schools.

We recognise and deeply value the professionalism and dedication of our staff. We particularly value the enormous contribution they have made in responding to the COVID-19 pandemic over the past two and a half years.

Recently DOBCEL announced a “Circuit Breaker Long Weekend” – a four-day weekend in recognition of the cumulative effect of COVID pressures on staff and students and has provided additional pupil-free days and CEB Office closure days to acknowledge these contributions.

We are blessed with many fantastic staff across the diocese and recognise and deeply value their professionalism and dedication.

We look forward to formalising agreed outcomes regarding pay and other working conditions as soon as possible.