

Catholic Education Multi-Enterprise Agreement

Thursday, 4 August 2022

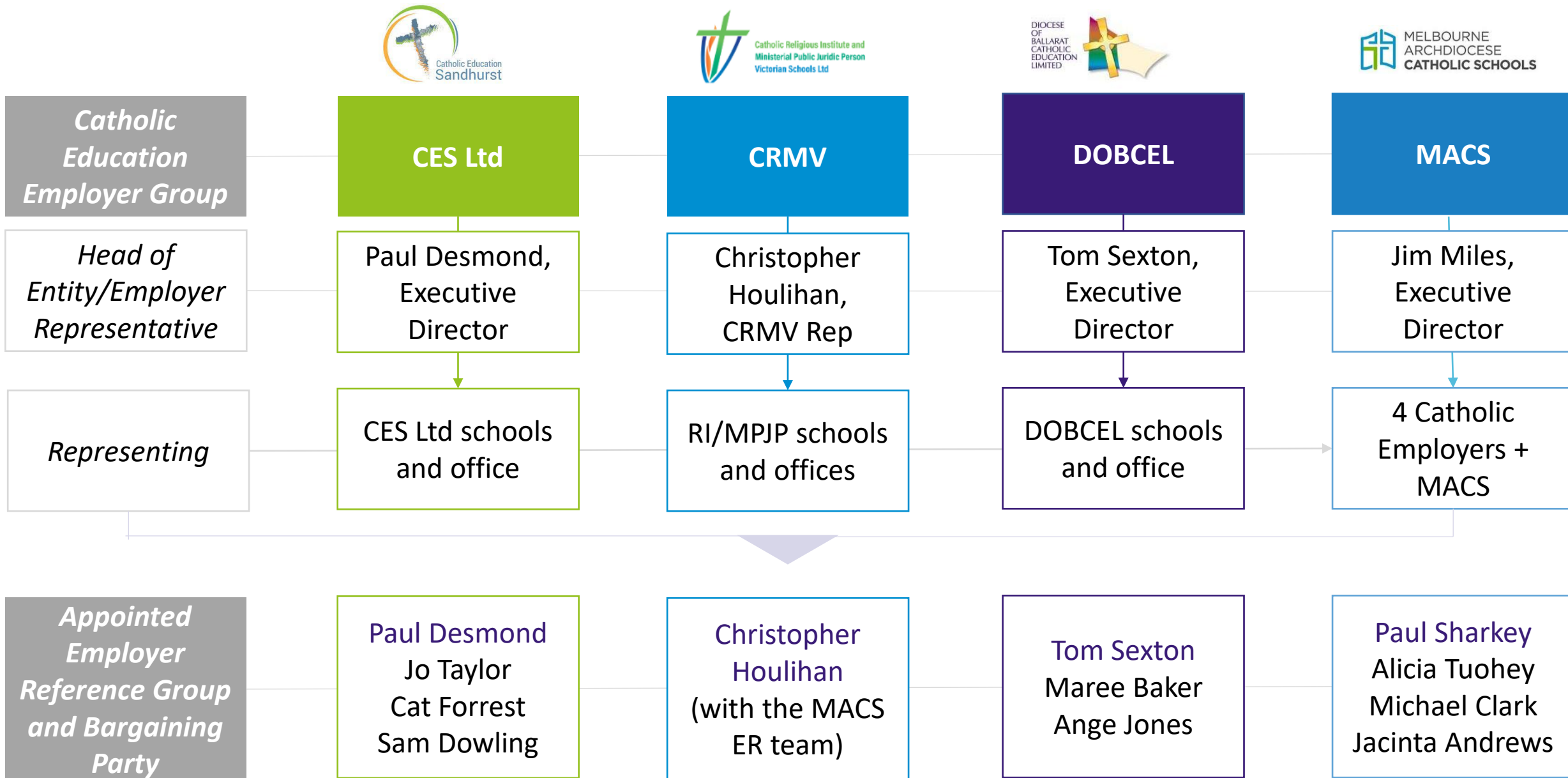
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*As partners in
Catholic education
and open to God's presence,
we pursue fullness of life for all.*

Catholic Education Multi-Enterprise Bargaining Negotiations



Good Faith Bargaining - Progress

2021

- IEU and the Catholic Education Employer Group (CEEG) shared their respective Log of Claims
- Notice of Employee Representation Rights (NERR) distributed to employees covered by the proposed Agreement
- The IEU outlined their Log of Claims on behalf of their members
- The Catholic Education Employer Group (CEEG) outlined their collective Log of Claims
- Regular meetings between IEU and CEEG to discuss details and good faith bargaining, Maree Baker and/or Ange Jones attend and represent DOBCEL

2022

- Victorian Government Schools Agreement (VGSA) was reached in June 2022. *NB: It is customary for the VGSA to be resolved first*
- The IEU presented demands on the basis of the outcome of the VGSA and member input
- CEEG is carefully reviewing the impact of any proposed changes or additional terms that may be introduced to the Agreement to find a fair and sustainable solution for our staff and schools
- CEEG have presented draft clauses in response to the IEU demands to seek to negotiate an agreeable outcome
- The bargaining team, including DOBCEL's reps (Maree Baker and/or Ange Jones) continue to meet weekly with the IEU to bargain in good faith

We're at the table

We want to formalise agreed outcomes regarding pay and other working conditions as soon as possible.

There are some things we are closer to, such as areas where we traditionally aim for parity with the VGSA including wages, parental leave and domestic violence leave.

However, we need to consider the impact of these and other clauses.



We're considering on balance:

- Whether the proposed changes genuinely provide a positive impact for staff in real terms?
- What those changes mean for sustainable school operations, student engagement and outcomes?
- Is it achievable/affordable as a low-fee paying not-for-profit Catholic education system?
- What are the unintended impacts or trade-offs?

Our focus is on creating an agreement that supports an engaged workforce and sustainable school operations as a low-fee paying and not-for-profit Catholic Education system.

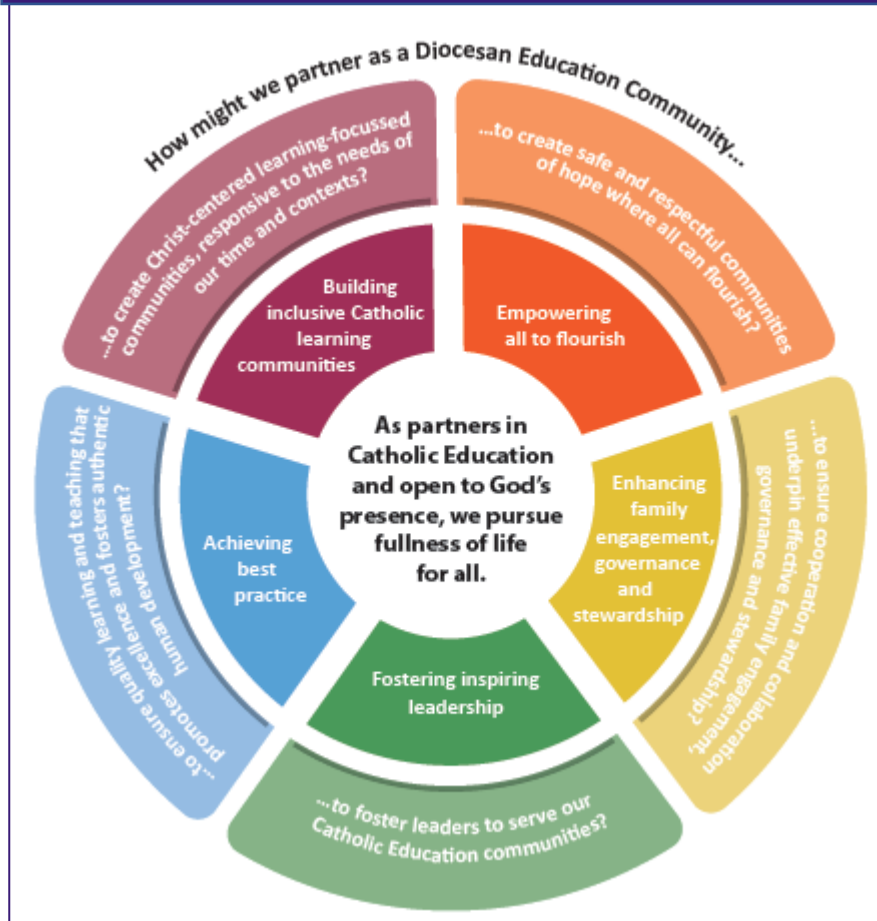
We recognise and deeply value the professionalism and dedication of our staff.

We aim to allocate resources in ways that deliver the best outcomes for students and families while fairly and responsibly rewarding our staff.

We are committed to negotiating in good faith in a responsible and transparent process.

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

Partnering: A Step Further





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