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Principal Briefing

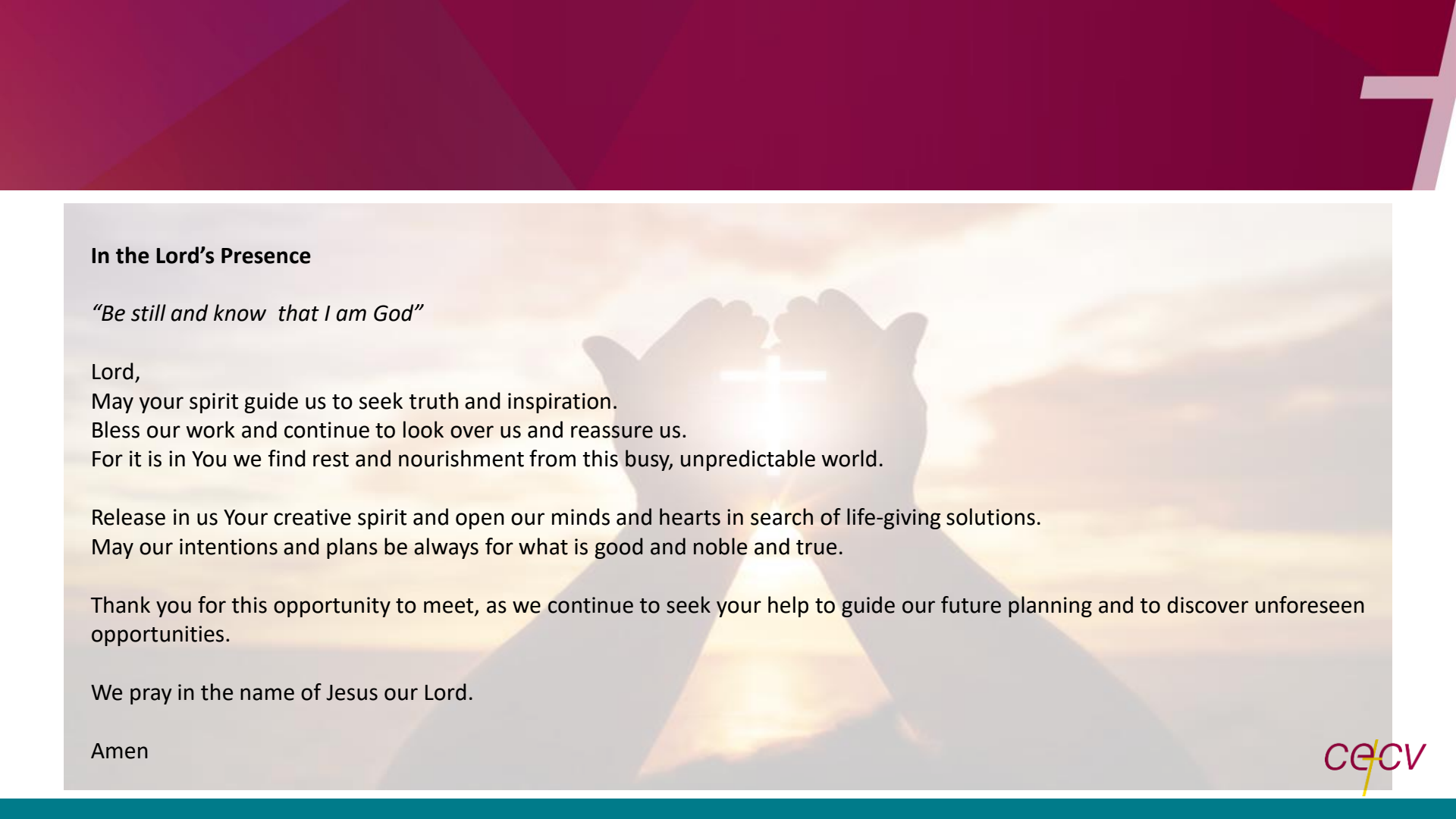
Enterprise Agreement Update, October 2022

Acknowledgement of Country

We acknowledge the Traditional Custodians of the land we live and work on, the Wadawurrung and Dja Dja Wurrung People, and recognise their continuing connection to the land and waterways.

We acknowledge and value the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We pay our respects to their Elders past, present and emerging.

Image by [jason M](#) from [Pixabay](#)



In the Lord's Presence

"Be still and know that I am God"

Lord,
May your spirit guide us to seek truth and inspiration.
Bless our work and continue to look over us and reassure us.
For it is in You we find rest and nourishment from this busy, unpredictable world.

Release in us Your creative spirit and open our minds and hearts in search of life-giving solutions.
May our intentions and plans be always for what is good and noble and true.

Thank you for this opportunity to meet, as we continue to seek your help to guide our future planning and to discover unforeseen opportunities.

We pray in the name of Jesus our Lord.

Amen

Agenda

- Update on bargaining
- Proposed interim wage increase
- Response to IEU correspondence- *'no more freebies policy'*

Update on bargaining

- There has been no significant process made over recent weeks
- **The IEU have not accepted requests for further meetings since 5 August**
- The IEU have stated that they do not see any benefit in holding further meetings unless employers are willing to concede on our current position and accept their demands.
- The IEU have sent correspondence to members encouraging them to follow a '*no more freebies*' policy in Term 4, which prompted the letter to Principals on the last day of Term 3.

Next Steps

- We remain committed to reaching a fair and equitable agreement with the IEU as soon as possible
- Some of the positions held by the IEU are extremely problematic for schools and employers
- We believe that options put forward by the employer group to resolve outstanding matters are reasonable and provide significant benefit to our employees while being operationally viable.
- Commitments made to address teacher workload are consistent with improvements made in the VGSA.
- There will continue to be differences in provisions between our agreement and the government agreement. There are benefits in our agreement to support teacher workload that the government do not have.

Next Steps

- We feel that when comparing total workload support across our sector and the government sector the options put forward match or exceed improvements provided for government schools.
- The IEU will continue to increase activity within schools in Term 4 and this will continue until an agreement can be reached
- We will need to work through our current positions on matters to determine if there is a possible way forward on some of the outstanding matters without significantly impacting the viability and operations of our schools.
- This will also require the IEU to be open to some concessions on their current positions as well. To date, they have not demonstrated an openness to this.

Interim Wage Increase

- While we continue to try and reach an agreement the employer group has agreed to an interim wage increase to be passed on to employees covered by the VCMEA in the coming weeks.
- This ensures that employees are recognised for their continued contribution to our schools and ensures wage parity with DET, while we continue to negotiate with the IEU for an agreement
- We believe that due to the remaining outstanding matters being significant issues for schools and employers, negotiations will continue into term 4, therefore we believe it is important that our employees are provided with a wage increase to keep up with the salaries of their counterparts.

Interim Wage Increase

- The interim wage increase will take effect from the first full pay period on or after 17 October 2022.
- Salary tables will be made available to schools so payroll can be updated for schools who do their own payroll, or centrally by CPS.
- The wage increase will be backdated to 24 December 2021, to align with the wage increases provided for in the VGSA
- Back pay will not be required to be paid until 25 November 2022 to enable schools to work through the calculations. However, schools can process the back pay earlier.
- CECV is working on a back pay tool to support schools in managing the calculations.
- Support on applying the wage increases is available through the DOBCEL Finance Managers, CPS and HR teams
- Guidance materials will also be provided to schools to support them through the process.

Interim Wage Increase

- Employees will start receiving correspondence regarding the wage increases from Monday 3 October after 4.30pm.
- This information will be sent directly to employees from the CECV.
- This wage increase applies to all employees covered by the VCEMEA.
- There will be some employees who will not be entitled to the wage increases which will be applied, due to not being covered by the VCEMEA and instead are covered by a modern award such as the Educational Services (schools) General Staff Award.
- These employees received a wage increase in accordance with the Fair Work Commission annual wage determination in July 2022.

Other things to consider

- Dispelling the IEU myth regarding funding for the Catholic sector
- Modelling TIL, schools should model what this may look like in 2023 for any out-of-hours delegated duties at a local level
- We're mindful of regional disadvantage and will continue to advocate for our Diocese

Other things to consider – Reduced SCT

- Reduced SCT in 2023, 2024 – teaching shortage, alternative methods to solve for this where needed
- Current SCT – understanding current face-to-face hours - schools should conduct an audit of the actual number of face-to-face hours assigned to each teacher in the school and their total contracted hours
- Schools should review the current timetable and specialist classes to determine if they need to adjust for 2023, should SCT be confirmed
- Speak with your Education Consultant if you require assistance.

'IEU: No more freebies'

- The IEU has sent correspondence to their members and some employers regarding workload and other matters and has provided recommendations for how to manage such matters in Term 4.
- Employees are unable to take protected industrial action (strike, refuse to perform normal duties for example) in accordance with the Fair Work Act, due to the being covered by a multi-enterprise agreement.
- The IEU is recommending that employees perform their normal duties during Term 4, but nothing more.
- This is in response to not reaching an agreement and will likely continue during Term 4 if we are unable to reach an agreement.

‘IEU: No more freebies’

How do we manage this action by the IEU? Stick to working to the VCMEA

- The suggestion is focused on duties in excess of required duties in accordance with the VCMEA and an employee’s contract. This does not impact required duties in accordance with the VCMEA and an employee’s required hours of work.
- We will need to wait and see what type of impact this has on our schools and then respond accordingly if required.
- Some of the recommendations should not have a significant impact on schools (non-teachers not working past their contracted hours, teachers not being at school if they do not have scheduled duties in a secondary school as this can occur in accordance with the agreement).
- However, we will need to wait and see what type of impact individual measures have on schools.
- Reach out to your Education Consultant or Maree Baker (HR Manager) or Ange Jones (Assistant Director People and Development) if you are having difficulty in managing the impact in Term 4.