

10 December 2024

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OF
BALLARAT
CATHOLIC
EDUCATION
LIMITED



Dear Staff Member

Re: Enterprise Bargaining consultation

You may be aware the *Catholic Education Multi-Enterprise Agreement 2022* (CEMEA 2022) expires in December 2025. In preparation for the next round of bargaining, the Victorian Catholic Education Authority (VCEA) is working in partnership with DOBCEL and other Victorian Catholic school proprietors to begin a consultation process.

We want to ensure that your voices and experiences are central to shaping our future workplace Agreement. We recognise that your insights from working under the current Agreement are invaluable to understanding what works well and what could be improved.

Early in 2025, we will commence a consultation process to gather your feedback and understand your priorities for the next Agreement. Your input will be essential in helping us develop an approach that:

- Reflects and rewards the significant contribution you make to your school and school community
- Addresses key concerns and priorities
- Seeks to reduce the current complexities in the Agreements to help ease, where possible, workload and administrative burden
- Is responsible and sustainable.

We are committed to engaging in open and constructive dialogue throughout this process. There will be various opportunities for you to share your thoughts and experiences, including:

- School staff meetings
- Employee surveys
- Feedback sessions
- Working groups.

We genuinely want to hear from all employees about what matters most to you. Your feedback will help us work towards developing our priorities for the upcoming bargaining process. We will provide regular updates throughout the consultation process and share more details about consultation opportunities early in 2025.

Thank you for your continued service to your school and school community. Your participation throughout the consultation process is invaluable as we work together to ensure the best outcomes for all. I thank you for all your work in 2024, I wish you a peaceful finish to the school year. Enjoy a well-deserved Christmas break with family and friends.

Kind Regards

Tom Sexton
Executive Director

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