

13 June 2025

Dear Colleagues,

RE: Enterprise bargaining employee update

The Victorian Catholic Education Authority (VCEA) in partnership with Catholic school employers will shortly commence bargaining for an enterprise agreement to replace the relevant agreements that reach their nominal expiry date on 31 December 2025.

Consultation

Your school or employer will have recently held employee consultation sessions or will have an employee consultation session scheduled for the near future. Thank you to everyone who has already participated and for those with upcoming sessions please share your views.

Early feedback from the employee sessions indicate salary increases, workload management, planning and collaboration with colleagues and leave improvements are the highest priorities. Your input is crucial as we finalise our consultation phase and move closer to the commencement of enterprise bargaining.

Replacement enterprise agreement

VCEA and Catholic school employers are committed to engaging in these negotiations in good faith to reach an agreement that reflects and rewards the significant contribution you make to our Catholic schools and school communities, ensuring certainty on wages and conditions in a timely manner.

While the timing of when enterprise bargaining will commence is still to be determined, we anticipate that negotiations will commence shortly.

In Term 1 we advised the intention to negotiate a cooperative workplace agreement (multi-enterprise agreement) covering all 34 Catholic school employers (excluding Xavier College), including the Diocese of Sale Catholic Education Limited (DOSCEL) and Catholic College Sale Limited (CCSL), with the aim of achieving unity, consistency and portability across and between Catholic school employers.

This is in keeping with the approach in 2008, 2013, 2018 and 2022 where employees, the Independent Education Union (IEU) and Catholic school employers successfully made multi-enterprise agreements covering the great majority of Catholic schools in Victoria.

Recently the IEU has again communicated its desire to pursue a different type of agreement. We believe the IEU's proposed approach will take time and focus away from steps that will lead to a productive resolution on issues of most concern to employees and employers.

Conversely, our focus is firmly on having a new agreement in place as soon as possible following the expiry of the current agreements in December, so that you can benefit from improvements in wages and conditions from the start of 2026.

VCEA and Catholic school employers do not wish to engage in processes that may distract or delay an agreement being reached. As in previous rounds of bargaining, VCEA and Catholic school employers seek to work productively and in partnership with the IEU and other relevant bargaining representatives towards a cooperative resolution to bargaining. We have communicated our intentions to the IEU and confirmed our objective of a timely resolution to bargaining.

Next Steps

Keeping you informed is an important part of the bargaining process and you will receive regular updates from your principal, employer and VCEA. To ensure a central source of information, a dedicated enterprise bargaining website will be developed so you can access all relevant information relating to the bargaining process. You will be notified once the website is live.

If you have any questions about any of the above, please discuss with your principal.

Thank you for your valued service to your school and school community.

Regards,



Professor Elizabeth Labone
Chief Executive Officer
VCEA



Dr Edward Simons
Executive Director
MACS



Tom Sexton
Executive Director
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Paul Velten
Chief Executive Officer
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