

# BRANCH OUT

## A Victory for TAS

*The Catholic Education Office's unfair non-union Agreement has been demolished*



Tasmanian IEU members have won a drawn out dispute with the Tasmanian Catholic Education Office. Negotiators will now meet with IEU representatives later this month, after an overwhelming vote to take industrial action, in which 77 per cent of voters said

NO to the proposed agreement. Of the 1429 valid votes cast, 1095 voted NO, and only 334 voted yes. IEU member Rod Towns, of St Patrick's College, put a sign on his ute, reminding northern catholic schools in Tasmania to vote against

the non-union agreement. Organiser Dino Ottavi, who has worked on the campaign, said he was delighted with the results. "Here is an excellent example of when membership is

coveted and action is working," he said. IEU VICTAS has now filed a case under the Fair Work Act seeking orders to ensure that the Catholic Education Office implements good faith bargaining in future.

### TERM FOUR

#### Branch News

Teachers are concerned that QLD's highly regarded school-based tertiary entrance system will be scrapped!

2

IEUSA celebrates and reflects on the vital roles of non-teaching staff in our schools.

3

QLD gets their message out with a new IEUA- QNT channel.

4

## Negotiations continue for ACT catholic and independent schools

The IEU continues negotiations with the Catholic Commission for Employment Relations, following a Government sector offer of increases of 1.5 per cent every six months, from October this year until April 2018.

The Government sector offer also included additional payments for Highly Accomplished Teachers of approximately \$5000 per annum. The AEU has rejected the offer.

The IEU continues its negotiations with caution.

## Federal News: New Family-Friendly Award Application

The ACTU has advised the Commission of a common claim for new family friendly work arrangements. The core element of the claim seeks to provide employees returning from parental leave with new rights. Employees requesting a return to part-time work or changed working hours would be able to appeal any unreasonable refusal of that request by their employer. This would correct the fundamental deficiency in the 2009 legislation that has rendered it unworkable. Other elements of the claim include: Eligibility for unpaid parental leave for casual employees with more than six months service, utilisation of personal leave for pre-natal or pre-adoption appointments

appointments, subjecting employer refusals of applications for extensions of parental leave to a 'reasonableness' test, strengthening rights of return, after parental leave, to an employee's substantive position. The IEU will be assisting the ACTU with case preparation. This will include evidence on bargaining outcomes for similar provisions in our sector. Equally importantly, IEU members refused part-time work when returning to work will provide evidence as to the approach taken by their employer. The ACTU is also coordinating a campaign of support for the application beginning with activities scheduled for International Women's Day in March.



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## Trashed: Qld may bid farewell to proven tertiary entrance system



*Teachers are concerned at radical changes to the well-established testing regime*

**Queensland's highly regarded school-based senior assessment and tertiary entrance system will be scrapped and replaced with a 'hybrid' system of external assessments and highly monitored school assessments, if the recommendations of a state commissioned ACER review are implemented.**

The Queensland Government is currently considering the radical overhaul which proposes up to 50 per cent of a student's marks to be determined by a centrally set and marked assessment by the newly formed Queensland Curriculum and Assessment Authority (QCAA).

The remaining 50 per cent will be based on three school-based assessments for each subject, each of which will be

**Continued on Page 4**



IEU personnel and members recently celebrated the valuable contribution of non-teacher IEU members.

## Another Significant Anniversary for South Australian Members

After celebrating its 30th birthday this year, the South Australian branch had yet another significant anniversary to commemorate: this year marked a significant shift in the IEUSA's public profile.

In 1989 ATIS (the Association of Teachers in Independent Schools) declared that it stood for the industrial and professional interests of all who worked in our schools – not just the teachers. Thus, ATIS formally became ANGEE – the Association of Non Government Education Employees.

“It is not that employees other than teachers suddenly became eligible to become members,” said SA Secretary Glen Seidel.

“We had non-teacher members all along and had in the first year managed to get a first award approved for School Assistants,” Mr Seidel said.

“Twenty-five years ago it was time to recognise a name change, just as a bit later the A for Association was dropped in favour of the U for Union when we became the Independent Education Union (SA).

To mark the occasion, the SA branch welcomed a guest speaker, journalist Kerry Cue to their celebrations.

A former teacher, Ms Cue provided highly entertaining and thoughtful reflections on the vital roles of non-teaching staff in our schools to mark the occasion.



Humorist, journalist and former teacher Kerry Cue was the guest speaker for SA celebrations.



**Continued from Page 2**

controlled, checked and certified by the QCAA.

Teachers attending an IEUA-QNT sponsored consultation forum, expressed concern at the prospect of a radical change to a well proven testing an assessment regime; however, this appears to have fallen on deaf ears.

A response to the review is expected from the Queensland Government soon, which will need to dig deep if it is to fund the QCAA as recommended. The question for government to now consider – is the current system failing and is all the cost and effort of implementing a new system going to result in better and fairer outcomes for students?

**ACT: Negotiations continue in the independent sector**

Despite multiple stances taken by the Association of Independent Schools, negotiations are continuing concerning a new multi-enterprise agreement to apply in four independent ACT schools.

**ACT: Catholic congregational schools**

Following consultation with IEU reps at Daramalan, St Edmund's and Marist College, the IEU has responded to the latest proposal from employers for a new agreement.

A key sticking point was the proposed change by the employers to progressive accrual of sick leave. The Union has urged the employers to reconsider their position and is hoping the new agreement can be finalised without further delay.

**VIC/TAS issues a Report Card for Victorian election**

As part of a larger campaign seeking to engage IEU members in the political process, IEU VICTAS released an Education Matters 'report card', marking the Liberal Party, Victorian Labor and The Greens on their answers to questions put to them on a range of state political issues of concern to Victorian members.

The report card process ran alongside a series of IEU-run forums with candidates in marginal seats, to make sure the IEU's message was heard loud and clear.

**The SACE (South Australian Certificate of Education) establishes the Board and Institute of Educational Assessors**

The Institute of Educational Assessors (IEA) has been established this year as a SACE Board initiative to improve student-learning outcomes through certification and enhancement of teacher expertise in assessment.

Through the newly formed Institute, educators will be able to have the choice of two courses commencing in January 2015. For more information visit [www.sace.sa.edu.au/iea](http://www.sace.sa.edu.au/iea)

**QLD: Increasing member engagement through Independent Education TV**

Facing a difficult environment as employers share and adopt increasingly aggressive agendas and negotiation tactics, IEUA-QNT is preparing members for action well in advance through a series of online video briefings outlining the situation and our bargaining position.

Featuring union leadership and members, the videos explore the issues being raised by employers and propose actions to build union density and increase activism at a school level to prepare members for what could be a protracted negotiation.

The videos are published on You Tube and are accessible to members using PCs and smartphones. Additional commentary and information will be provided throughout the course of the campaign via Facebook and Twitter, ensuring engaged members are kept up to date with progress.