

NEWS FROM THE FEDERAL EXECUTIVE AND IEU COMMITTEES

Productivity Commission Fails Early Childhood Teachers, Children and Parents

In its submission to the Productivity Commission Inquiry into Childcare and Early Learning, the IEU has condemned many of the draft Report recommendations for failing to support the development of quality early childhood education.

The Productivity Commission's report has failed to make any recommendation, which improve the status, standing, or pay equity of early childhood teachers. Instead it seeks to unravel the recent achievements made under the National Quality Agenda and take the sector backwards.

The report recommends the removal of preschool (kindergarten in QLD) from the National Quality Framework, the transfer of preschool funding to school funding and the extension of preschool into schools. These recommendations put at risk the community not-for-profit preschool sector and the quality education programs, which these services deliver. The Report further recommends the removal of requirements for qualified teachers for under three and seeks to reduce the adult:

child ratios. Another regressive step for the sector.

The Draft Report is a short term, quick fix solution that, if implemented will significantly threaten the provision of quality early learning and exacerbate entrenched workforce issues. The IEU submission is available on our website [here](#).

TISTA Amalgamation enters next phase

The Federal Executive has received a report on the progress of the amalgamation of the TISTA Branch with IEU VicTas.

A successful TISTA AGM recently carried a resolution to progress the amalgamation to the next phase. IEU Council delegates will be asked to consider a resolution to affect an amalgamation of the two Branches in the near future.

Four Yearly Modern Award Review

This review is best described as a wide-ranging re-examination of the content of awards. The federal office is coordinating the union's participation in the review.

Procedurally the review is two parts. Firstly matters identified as being common to all awards and secondly a review of each award.

A Full Bench has identified and begun dealing with common matters. Applications to vary all awards in respect of Annual Leave have been made by the ACTU and ACCI and these matters are part heard. The next common matter to be heard will be the ACTU's application to insert a casual conversion clause in all awards.

The review of the three individual awards in our sector is programmed to commence later this year. Branches have identified improvements to be sought to the awards, which will be discussed and prioritized by Federal Industrial Committee and reviewed and determined by Federal Executive on 1 October.

Fed Exec Commends Womens Committee

The IEU Federal Executive has commended the Women and Equity Committee on its work developing a Flexible Work Arrangements Guide, promoting education on the rights of members. Executive noted the brochure and the Committee's IEU Speaks paper. An electronic version of the brochure is now available and will be forwarded to Branches. A final copy of the brochure can be accessed on our website [here](#).

Students with Disability Campaign

The IEU Executive has committed their support to phase two of our Students with Disabilities campaign plan.

What comes next for SWD...

- Emails to all members with a hyperlink to the Campaign website
- Distribution of the 'letter to Principals' to all school principals about the campaign
- Identification of teams of members to lobby identified local MPs and arrangements made with these members for training in lobbying via teleconference conducted by the Federal Office
- Copies of the Campaign poster to Organisers to use on school visits
- Support for the campaign via print, social and other branch communication strategies
- Visit the campaign website at educationforall.com.au/swd



Equal pay day the cost of being a woman

Celebrating Equal Pay Day

This date illustrates the number of extra days women have to work after the financial year in order to earn the same amount that men earn in twelve months. September 5 2014

commemorates the day when women's earnings "catch up" to men's earnings. In 2014, men on average will earn \$14,500 more than a woman, who will have to work 66 days more to earn it. We mark this day as a way of drawing attention to the Gender Pay Gap

The Gender Pay Gap; is it still true? Yes. And it is getting worse...

For almost two decades, the pay gap between men and women in Australia has remained around 17.5% - that is, for every average dollar earned by a man, a woman earns 82.5 cents. However, this year, the pay gap between men and women's

wages is 18.2%, which is nearly 1% worse than 2013, and is the worst in 20 years.

Gender Pay Gaps Per Industry

The Gender Pay Gap varies per industry. The financial and insurance services industry had the highest gender pay gap (31.9%) followed by health care and social assistance (31.7%) although women accounted for nearly three quarters of this industry. For the education sector the gender pay gap is 11.5%. This persistent disparity in pay between Australian men and women is the key factor contributing to women's financial disadvantage compared to men.

NOTE: The Bulletin will now be published after Federal Executive meetings. Branch Out will continue to be published, collating the news of IEU state branches, on a twice-yearly basis.