Catholic Education in Queensland
Enterprise Bargaining 2012

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Enterprise Bargaining 7

- The next round of Enterprise Bargaining negotiations (EB7) for the Catholic sector in Queensland is anticipated to commence sometime in March 2012.

- Negotiations will include both wage entitlements and non-wage entitlements and conditions.

- The EB7 agreement covers all school staff, both teaching and non-teaching.
Enterprise Bargaining 7...

- The current agreement nominally expires on June 30, 2012.

- Conditions contained within the existing agreement will continue until a replacement agreement is negotiated.
Logs of Claims

- It is envisaged that both employers and the Union will table a log of claims and each claim item will be negotiated.

- Once negotiations commence, meetings will be held regularly with the frequency dependent on the complexity of the claim items and agreed schedules.
Single Bargaining Units

- It is anticipated that negotiations will be carried out by two Single Bargaining Units (SBUs) - one for Diocesan authority schools and one for Religious Institute operated schools.

- Each SBU is made up of a number of school employing authority representatives and employee representatives, including officers from the Queensland Independent Education Union.
Timeline to Reach Agreement

- The time required to negotiate agreements has historically varied according to the number and complexity of the claims to be resolved.

- ‘External’ factors can also play a part in the time taken to reach agreement (eg uncertainty around government funding arrangements for schools as a result of the Gonski review process).
Bargaining in good faith

- Catholic school employing authorities are committed to bargaining in good faith.

- Good faith bargaining recognises the obligation of the parties involved to act openly, honestly and to genuinely seek to reach agreement.
Employees ballot

- Once an in-principle agreement has been reached all employees covered by the proposed agreement will be given an opportunity to consider it in detail.

- Information sessions will also be conducted to discuss the content of the proposed agreement and provide opportunities for employees to ask questions or raise concerns.

- All employees will then be asked to vote in a secret ballot to formally indicate whether or not they approve the proposed agreement.

- The agreement will be made when a majority of voters approve the agreement.
Six ‘EB’ agreements have been negotiated within the Queensland Catholic education sector since the introduction of enterprise bargaining in 1992.

These agreements have generally operated for a period of three years.
Workplace Relations in a Catholic Context

- The Catholic Church teaches that employer/employee relations in Catholic schools should be grounded in the principle of the common good.

- The common good is characterised by:
  - promoting the wellbeing of all members of the school community
  - a spirit of co-operation rather than competition
  - effective communications between all parties,
  - individual responsibility.

*For the common good* has been adopted as the tagline with the EB7 logo to reflect the importance of this principle.
Workplace Relations in a Catholic Context.....

- The Church views employers and employees as partners in the education endeavour working together for the wellbeing of students.

- This includes striving to strike a balance between providing fair wages and conditions for employees while exercising responsible stewardship of the resources available.
Workplace Relations in a Catholic Context.....

These principles are detailed in the document *Church in the Workplace* that is based on Catholic social teaching and developed by the Queensland Catholic Education Commission as a framework of vision and values for industrial relations in a Catholic school context.
Communication

- Catholic school employers are committed to ensuring that all staff are kept fully informed throughout the EB7 process.

- An EB7 logo has been developed so all communication materials are easily identifiable.
EB7 Bulletin

- A ‘one pager’ EB7 Bulletin will be the primary mode of communication with staff throughout the EB process.
- The bulletin will aim to be concise and provide relevant facts and information from the employer perspective.
- Editions of the bulletin will be distributed prior to the commencement of the process and more regularly to keep staff updated as negotiations proceed.
Other Communication Resources

1. A brochure providing a background to Enterprise Bargaining in the Catholic context has been developed.

2. A series of FAQs responding to common queries about EB have been prepared and are available on the website.

3. A webpage at [www.eb7.qcec.catholic.edu.au](http://www.eb7.qcec.catholic.edu.au) has been developed and this will be regularly updated with relevant information and documents.
Further information

- If you require further information or have particular queries or concerns at any stage of the EB7 process please speak with your school principal or contact the Diocesan Catholic Education Office.

Thank you