We are very happy to advise that the make-up of the negotiated package of wage and non-wage matters to be included in the proposed new Enterprise Bargaining Agreement is now clear.

Catholic school employers will now commence making the necessary arrangements to hold a ballot of employees on the content of the proposed Agreement. Two separate ballot processes will be undertaken, one for the Diocesan schools Agreement and one for the Religious Institute schools Agreement.

In order to meet the necessary legislative requirements and to ensure all employees have an opportunity to be informed of the content of the proposed Agreement, the ballot is unable to be held immediately.

As you would appreciate, it is vital that the content of the proposed Agreement accurately reflects the negotiated outcomes and employers and employee representatives have been working collaboratively to finalise these details. The preparation of the proposed Agreement is a shared responsibility between employer representatives and employee representatives.

Over the coming days, employer and employee representatives will continue to work on refining the detail of the proposed Agreement. This work has been a work in progress. Now that the make-up of the negotiated package has been clarified, the remaining detail to be contained within the proposed Agreement can be finalised.

Employer and employee representatives will meet on 7 November 2012 with a view to completing this work. The outcomes achieved from this meeting will inform employers of the timetable structure that will be possible for the ballot process.

We are sorry we cannot provide a more definite timeline for the ballot process, but please be assured that we will advise you of the proposed date as soon as we are able.

**Negotiated package of agreed outcomes**

This package of wage and non-wage items includes the following key outcomes:

- 2.7% p/a wage increase (or $23 per week whichever is higher) over three years
- Back pay to 1 May 2012 (School officers, Services staff, Nurses) or 1 July (Teachers)
- Change to planning, preparation and correction time in primary schools
- Enhancement to job share ratio
- Half pay paid parental leave
- Domestic violence leave – 5 additional days
- Improved flexibility to accessing Long Service Leave
- Cash out of Long Service Leave
- Increase to casual loading from 23% to 25%
- Enhancement to some school officer allowances
- Enhanced severance payments
- Agreement to a new Middle Leadership Structure
- Enhanced rural and remote conditions
- Review of school counsellor/Guidance counsellor positions
- Review of Boarding house conditions
- Introduction of a deferred salary scheme
- Enhancements to annualisation of salary provisions

The payment of the wage increase will be made from the first full pay period after the receipt of results from a ballot of employees where the majority of those who voted approve the proposed Agreement. Employers believe the negotiated package represents a fair and responsible outcome in the current economic climate.

We want to thank you for your patience while these negotiations were conducted and look forward to advising you of the ballot date as soon as possible.