Dear colleagues

**Successful ballot**

We are pleased to advise that the EB7 ballot conducted late last week resulted in a successful outcome. There was a high level of participation in the ballot and a large majority of employees (79.7%) voted to accept the proposed Agreement.

This is a significant outcome despite the unwarranted negativity from union leadership about the wage outcome and ballot process. This result indicates the majority of Catholic school employees felt the new Agreement provided a fair and responsible package of wage and non-wage improvements in these challenging economic times.

We are firmly of the view that this new Agreement will bring employees in Queensland Catholic schools significant benefits over the three year term.

**Approval of Agreement with Fair Work Australia**

In the coming days an application will be lodged with Fair Work Australia to approve the Agreement. This may not occur for some time after the application is lodged, and will depend on the workload of Fair Work Australia. However, it is important to note that this approval process will not impact on the delivery of the wage increase or associated back pay.

**Changes to pay arrangements underway**

The acceptance of the new Agreement means that arrangements to deliver the wage increase, and back pay, are now underway. The wage increase will be paid from the first full pay period that occurs following the successful ballot last week. *(Refer to local Bulletin for information about back pay arrangements)*

**Heartfelt appreciation**

The negotiation of this new Agreement has been a long and at times difficult journey and we appreciate your patience and confidence in your employer to deliver a fair and responsible outcome. We also appreciate your work within our schools. The high level of educational outcomes achieved by students in Queensland Catholic schools is in no small way attributed to your professionalism and commitment to your work.

We look forward to continuing our working relationship into the future.