Dear colleagues,

Employer and employee representatives met yesterday to progress the enterprise bargaining negotiations.

During negotiations around the employer’s fair and responsible wage offer, union representatives proposed an amended wage position. This proposal included three key elements:

- Investigation of the potential for implementation of a Lead Teacher position linked to the AITSL standards;
- Preparedness to advocate a wage increase of 2.7% per annum, subject to;
- An “effectiveness dividend payment” equivalent to an additional 1.5% aggregated over the life of the agreement.

Catholic school employers will give consideration to the amended claim in light of the current economic climate and in the context of the overall negotiated package.

It is disappointing that union representatives have not agreed to a major concession proposed by employers. This concession is to reduce the employers’ professional development claim to six hours in return for the modification of the employee claim for resourcing the expanding role of teachers to only include employer participation in a joint working party. This proposal will be the subject of further discussion.

While this proposal relates to two of the more significant claim items addressed during these negotiations, it is by no means the only concession that has been made by Catholic school employers. In fact, over 25 employee claim matters have received in-principle agreement from Catholic school employers to date.

These concessions underline the commitment of Catholic school employers to finalise these negotiations.

Catholic school employers are progressing these negotiations and are confident that agreement can be achieved prior to 19 October 2012 in order to guarantee back pay and the payment of the wage increase before Christmas.

The next single bargaining unit meeting is scheduled to be held on 12 September 2012.

I will continue to provide you with further details as these negotiations progress.

The next Single Bargaining Unit meeting for Diocesan schools will be held on 12 September 2012.