Dear colleagues,

During the meeting of the Enterprise Bargaining Single Bargaining Unit yesterday, Catholic school employers reiterated their commitment to achieving an in-principle agreement to secure the back pay of wage increases for all school-based staff. In order to enhance the prospects of achieving this goal, employers have reassessed their position on many key claim items that have been highlighted during previous SBU negotiations, out of session discussions with union representatives, and during the recent protected industrial action.

At this meeting employer representatives tabled a document containing a package for full and final settlement of employee and employer logs of claim. In order to move closer to settlement of the negotiations, employer representatives also provided in-principle agreement to some other employee claims, not contained in the abovementioned package at yesterday’s meeting. The settlement package and the list of other employee claims which employers gave in-principle agreement to at yesterday’s meeting are contained in the attached fact sheet.

Catholic school employers have done as much as they can to be fair in the consideration of the employee’s log of claims. Where agreement could be provided to positions taken by employee representatives, it has been accommodated by employers.

Whilst employee representatives indicated the employer’s position on a 2.7% wage increase remained unresolved, employee representatives did indicate that a combination of the settlement package (with the exception of wages) and the employer in-principle agreement to the other claim items raised was welcome and had brought the parties to the brink of an in-principle agreement on all matters.

Employers continue to be very concerned by the level of uncertainty associated with State and Federal government funding and the potential impacts on Catholic schools. We are similarly concerned about the current economic climate and the impacts this is having on the capacity of many of our parents to maintain school fee payments.

Whilst employers have made significant concessions with regard to the positions held on many employee and employer non-wage claim items, employers continue to be of the view that the wage offer is fair and responsible, particularly in an uncertain economic climate where CPI is currently at 1.2%.

Nevertheless, Catholic school employers will continue to negotiate in good faith to resolve the outstanding wages claim. The preparedness of Catholic school employers to significantly change their position on a number of key claim items has resulted in the parties being close to finalising these negotiations.

I am confident the proposed package outlined in this bulletin will display the intent of employers to resolve these negotiations as soon as possible. I ask you to consider the contents of this bulletin and balance my comments with your thoughts on what I consider to be a fair and responsible negotiated outcome that seeks to deliver improved working conditions for the common good of our school community.

Employer representatives have agreed to more frequent meetings with employee representatives with the first of these meetings to be held on 20 September 2012.

I will continue to keep you informed as these negotiations progress.
### Additional items employers agreed to at SBU on 11 September 2012

- Annualisation of salary – school officers
- Minimum of 30 minute blocks for Preparation and Correction time entitlement in Secondary schools
- Notification of ET 5 eligibility – 10 week notification period when notice is contained on pay slips

### Key employer claims that are not contained within the package for settlement

- 18 hours of professional development outside of working hours (Teachers)
- Direction to attend a medical examination
- Extension of notice period
- Ability to suspend employees on full pay (Diocesan only)

### Package for settlement (tabled by employer representatives) at SBU on 11 September 2012

1. **Term of Agreement:** Three (3) years to commence from 1 July 2012
2. **Wages:**
   - 2.7% per annum over three years (or a flat dollar increase of $23 per week whichever is the greater);
   - Guaranteed back pay to 1 May/1 July 2012 if in-principle agreement is reached by 19 October 2012;
   - Guarantee to match a wage offer made by Education Queensland if greater than 2.7%.
3. **Cash out of Long Service Leave:** ability for employees to cash out their LSL provided at least 5 weeks LSL is retained as a balance to take as leave.
4. **Head of Agreement:** All employee and employer items that have been agreed in-principle and are contained within the *Head of Agreement* document titled “Post SBU 7”. Some of these items are listed below:
   - Implementation of a new Middle Leadership structure

### Package for settlement (cont)

- Paid Parental Leave – access to subsequent periods of PPL without the requirement to return to work first and at half pay for double the period of time.
- Additional special leave for Domestic Violence victims – 5 days paid leave.
- Long Service Leave – minimum period that can be taken to be one week (less in exceptional circumstances).
- Infant feeding and expressing – enhancement of current clause.
- School officer allowances – First aid and specialised care
- Increase to casual loading – from 23% to 25% (1 January 2013)
- More favourable severance payments.
- ET 6 – accelerated progression for new experienced teachers from outside Qld Catholic schools sector.
- Remote area incentives – some improvements
- Affirmative employment of the disabled.
- Deferred salary scheme.
- Vocational Education and Training – inclusion of VET activities that may be covered by Program Leader positions in the new Middle Leadership structure.
5. **Experienced teacher 6:**

**Professional responsibilities:**

- An ET 6 may be requested to undertake professional responsibilities associated with the mentoring and/or coaching of graduate teachers and/or inexperienced teachers working at their school.

- Professional responsibilities are within a teacher’s hours of duty.

**Appraisal process for ET6:**

- Formative appraisal that is cognisant of the nature of the ET6 status and the five (5) assessment criteria.

6. **Resourcing the expanding role of teachers:**

Employers provide in principle agreement to change the title of “non-contact time” in Primary schools to “Preparation, planning and correction time”.

7. **PAR:** In addition to providing in principle agreement to the implementation of the new Middle Leadership structure, employers have also agreed to:

- Accelerated progression for PAR holders who are unsuccessful in obtaining a position within the ML structure, and
- Diocesan employers have agreed in principle to extend the tenure of ML structure, and
- RI school employers have agreed in principle to extend the tenure of ML positions to 4 years + 4 years.

8. **Notification of ET 5:** Notification of ET 5 eligibility may be included on pay slips. With associated remuneration commencing from date of eligibility provided a teacher successfully makes application for ET 5 status within one month of being notified by a message on their pay slip.

9. **Remote area:** Toowoomba diocese will provide one airfare per annum for teachers and their families from Quilpie, Cunnamulla and Charleville to Toowoomba. In addition, employers will use the ATO definition of dependants when considering remote area claims.

10. **Position descriptions:** Employers will agree to include the clause from EB 2 into the proposed Agreement provided the relevant documents are referred to as “role descriptions”.

---

**Package for settlement (cont)**

- Boarding House - establishment of working party to review conditions of work.
- Services staff – establishment of working party to review the amalgamation of working conditions and the classifications, wages, and terms of conditions of employment.
- Casual and Part time teachers – incremental progression to change from 1000 to 1200 hours from 1 January 2013 (appropriate written advice to be provided to these employees prior to implementation).