



FROM SAND TO CANVAS

bringing stories and culture to life

Northern Territory Aboriginal Elder, artist and assistant teacher April Campbell Napangardi is promoting understanding of her art and culture to a wide audience.

IEUA NSW/ACT Branch recently purchased one of April's art pieces, and in doing so is helping to support her work.

April has worked at Ti Tree School, a Northern Territory government preschool to Year 8, officially classified as 'very remote', for 20 years.

As teaching assistant and language and cultural coordinator she teaches students to read and write 'in language' and also works as a translator for students being taught in English while in class.

Ti Tree is a tiny township located on the Stuart Highway 194km north of Alice Springs.

It has an enrolment of 86 students and services two communities: Six Mile, (Anmatyerr language group), and Ti Tree Station (Walpiri language group).

However, April's influence extends much wider than this tiny community, as she also teaches art and works as a cultural advisor with three NSW schools which take Aboriginal boarders: The Scots School Bathurst, Meriden School Strathfield and Trinity Grammar School Summer Hill.

Teachers from these schools visit Ti Tree for cultural awareness training and April makes the long trip to Sydney

to visit the schools, spending time with staff and students. She said it was crucial for teachers to have more confidence and understanding of Aboriginal culture and language, to share with all students and make sure boarding students' needs are understood.

"I teach teachers from other schools how to understand culture and they share it with others in newsletters, with photos and in assembly.

"Art teachers want to learn about painting but also some maths teachers come. They are interested to see how we do maths in our culture – how we use the "sun and shadows" for time, how we do direction for hunting in the bush.

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Christian schools enterprise agreements in force

In late December the Fair Work Commission approved two new enterprise agreements that will apply to teaching staff in nearly 50 NSW Christian schools.

The agreements were voted on by teachers in mid 2018 but were only approved by the Fair Work Commission on 21 December 2018.

The agreements provide for pay increases as follows:

- a 2.3% salary increase backdated to the first full pay period on or after 1 February 2018 (Bands 1 and 2) and 2.5% (Band 3) (generally already paid by schools)
- a 2.5% from the first full pay period on or after 1 February 2019, and

- a 2.5% from the first full pay period on or after 1 February 2020.

The agreements also provide for a new system of personal carer's leave to be implemented from 2019 which will benefit teachers. The new scheme includes:

- 15 days per year entitlement (full time) accruing progressively over each year of service which accumulates indefinitely
- retention of current accumulated leave balances for existing staff
- five bonus days leave for (full time) staff on the commencement of the scheme to assist with the transition to the new accrual arrangements

- the ability of staff in their first year of service to request personal leave in advance for absences due to illness or injury up to the entitlement of 15 days – such a request cannot be unreasonably denied, and
- removal of existing limitations to carer's leave to enable members to access any current and accrued leave for this purpose.

To see the agreements in full: <https://www.ieu.asn.au/news-publications/news/2018/01-6/christian-schools-eas-force>

Good start to 2019

Goodstart Early Learning advised the Union in January that they will increase teachers' salaries by 4.2% in February and 2.4% for other staff even though the enterprise agreement doesn't run out until April.

Goodstart has done this in recognition of the importance they place on their staff and in particular teachers. It is expected that negotiations for a new Goodstart agreement will take place in the first half of this year. Before negotiations commence, the IEU will be visiting Goodstart centres in NSW and the ACT to discuss what teachers and teacher directors would like to see in the new agreement.

The Goodstart agreement covers all of their centres throughout Australia.

For more good news in the early childhood sector *see page 5.*

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Contribute to the wellbeing of teachers and students

Gloria Taylor
Deputy Secretary



IEU welcomes you back from the holidays and hopes that your year ahead is professionally stimulating and rewarding. The Union strongly recognises the significant contribution made by our members to the education and wellbeing of children and young people.

We will work with you in 2019 to continue to advance the professional status of our members and achieve improvements to pay and conditions.

The Union particularly welcomes new members. By joining the IEU you are enhancing our collective strength as well

as ensuring you have access to individual professional and industrial support and representation. In 2018 the Union recovered over \$3 million owed to members.

At this stage of the year we remind all members to keep their membership up to date. If you are changing schools, centres or other workplaces, be sure to advise our membership section of your new details. This also applies to those going on extended leave or who have other changes to their payment arrangements.

IEU is a strong recruitment Union and we encourage all IEU reps and members to approach new colleagues and non members about the benefits of joining.

The Union thanks IEU reps for their leadership in workplaces, but we also invite

all members to become actively involved in the IEU. Join other members across the union movement by participating in the Change the Rules campaign.

Information about this and other current campaigns can be found at <https://changetherules.org.au>.

See <https://www.ieu.asn.au/event-list> for information about IEU conferences and workshops, including online forums.

If you have yet to do so, join our growing number of social media followers: <https://www.facebook.com/ieunswact/> <https://www.instagram.com/ieunswact/> <https://twitter.com/IEUNSWACT>

Contact your IEU organiser for information, advice or to arrange a visit to your workplace.

Support for beginning teachers in Catholic systemic schools

Mark Northam
Assistant Secretary



The various Work Practices Agreements across NSW and the ACT make clear provision for support/mentoring and appropriate induction into the teaching profession. The agreements also provide release for mentors.

The NSW and ACT Catholic Systemic Schools Enterprise Agreement 2017 makes it abundantly clear in Clause 11.4 (a) as follows.

Support for graduate teachers

It is the responsibility of the individual graduate teacher to achieve accreditation or registration at the level of Proficient Teacher within the required timeframes. The employer will support the graduate teacher to obtain accreditation or registration at the Proficient Teacher standard, which will include participation in an orientation and/or induction program, mentoring, and appropriate classroom release for both the graduate teacher and their mentor(s) and other measures that the employer may deem as appropriate. Additional provisions may be contained in the diocesan annexures to this agreement or Work Practices Agreements.

Bathurst

Support will be provided to beginning teachers by the provision of one hour of release per week for each beginning teacher and one hour of release for each appointed mentor to participate in a school based program.

Canberra-Goulburn

A 0.1 FTE allocation per year is available for the mentoring program for early career teachers. The program will be provided to early career teachers who have been

appointed at 0.5 FTE or greater for a minimum of two terms. The employer will ensure that the teacher and their mentor are informed on commencement of the support that is available.

Parramatta

CEDP will provide an allocation of 18 days per beginning teacher to assist the beginning teacher by providing release time for planning, programming and consultation and to release other teachers for the specific purpose of assisting the beginning teacher.

Support is also provided for teachers in their second year of full time teaching. The allocation is nine days per teacher and must be used to assist the teacher by providing release time for planning, programming and consultation and to release other teachers for the specific purpose of assisting the teacher.

Wagga Wagga

Provisionally or Conditionally Accredited (Graduate) Teachers and their mentors are entitled to four days release in their first year. In Year 2, the graduate teacher receives four days and the mentor two days. In addition, the system provides two days release in Year 1 and one in Year 2 for CSO training.

Armidale

Armidale will provide an allocation of 18 days per beginning teacher to assist the beginning teacher by providing extra release time for planning, programming and consultation and to release other staff members for the specific purpose of assisting the beginning teacher.

Broken Bay

The CSO provides a share release allocation of 16 days to all early career teachers to work

with a supervisor/coach over the first two years of their teaching career.

Lismore

Year 1: 16 days in the first year – four of these are systems days Year 2: 8 days in the second year – four of these are system days.

Maitland-Newcastle

The allocation of 0.05 FTE (half a day per fortnight pro rata for part time teachers) release time will be provided to each Provisionally and Conditionally Accredited Teacher other than casuals in their initial year of service with the employer and 0.05 FTE (1/2 a day per fortnight) release time for the teacher's mentor (pro rata for part time teachers).

Sydney – primary and secondary

Twelve days release per teacher from the commencement of employment of which, one day is to participate in the SCS's new teacher orientation day, seven days for teacher support and four days for the teacher's supervisor.

Wollongong

A loading of 0.075 FTE is available for each full time beginning teacher on 1.0 FTE in their first year of teaching. This may be prorated for staff not on full time or on less than 1.0FTE. 0.075 FTE equates to a total of 15 days.

A loading of 0.025 FTE is available for each full time beginning teacher on 1.0 FTE in their second year of teaching.

Further details are available in the complete Work Practices Agreement for each particular diocese. Please contact your IEU organiser if you are experiencing difficulties in accessing support.

John Quessy
Secretary



In a few weeks voters in NSW will go to the polls to elect a government which will hold office until 2023 and some time in the next few months a federal election is expected. Only our members in the ACT will be spared dual elections as the next ACT ballot is not scheduled until late next year.

The results of these elections are significant, and the outcomes will have substantial impact on those who work in our sector, particularly our teacher members.

At a federal level the key issues likely to impact our members are long term school funding policy especially the 'conditions' attached to that funding, early childhood education policy and universal access, industrial legislation and the rights of workers. As a trade union forced to operate under the bargaining procedures dictated by the Fair Work Act we understand just how broken the rules are. We firmly believe there is an urgent need to Change the Rules.

All levels of government propose a review of their anti-discrimination laws, particularly the exemptions to those laws. We support these reviews and have long been critical to the broad capture of the NSW exemptions.

Recently the public debate on the right to discriminate has been characterised as protecting religious freedom and the United Nations Universal Declaration of Human Rights is cited. "Everyone has the right to freedom of thought, conscience and religion....to manifest his religion or belief in teaching, practice, worship and observance". (Article 18)

Yet the same document provides that "All are equal before the law and are entitled without any discrimination to equal protection of the law". (Article 7) Discrimination legislation which can reconcile these seemingly contradictory positions will be advanced democracy indeed. Our thinking is that exemptions to any law should require a very tough test and should not be easily won.

NESA review

In NSW our teacher members are demanding significant changes to the legislation which governs

their profession. They express total dissatisfaction with NESA as the body which registers and accredits them. An immediate and thorough review of the operation of the accreditation legislation is urgent business for an incoming government.

All workers in this state want an end to the arbitrary and artificial 2.5% salary cap. For almost a decade real wages have diminished, households have been burdened with increasing costs and new demands on their budgets and household debt has increased to unmanageable proportions.

These are some of the big picture issues the Union will be confronting early this year. So too the fallout from the National Review of Teacher Registration, which made a series of recommendations now called One Teaching Profession which proposes greater uniformity and consistency across all states and territories. While some of this is sensible and we support the recommendations there are contentious and unwelcome proposals which we will seek to modify or resist.

Strange as it might seem we can expect to again commence bargaining with the 11 Catholic dioceses for a new Enterprise Agreement (EA) towards the end of the year. The long delay in making and finalising the current EA meant that by the time it was approved by the Fair Work Commission it had very little life. The EA expires on 31 December, 2019.

Our Equal Remuneration Case (initially for early childhood teachers) now broadened to address the inadequate pay rates in the *Educational Services (Teachers) Award* will be finally heard and (we hope) decided midyear. This will be the culmination of work commenced in 2013 and is long overdue.

The work of the Union in servicing members, enforcing the EAs we have and supporting them industrially and professionally continues. Most members will have been notified of the extensive Semester 1 Professional Development schedule by email and will shortly receive an email advising them of the Member Advantage Program with a link to their digital membership card and the opportunity to access a range of discounted goods and services.

As is the case every year this one is shaping to be extremely demanding but rich in opportunities.

The year of dual elections

Change
THE RULES

Maximise your pay in 2019

Carol Matthews
Assistant Secretary



For teachers not at the top of their pay range, there are a few simple steps you can take to get the most out of your pay packet.

Step 1 Get statements of service from previous employers. A new employer will require a statement of service to substantiate your previous teaching service. A statement of service is on letterhead with at least your start and finish dates, leave without pay and whether your service was full time or part time. A pay slip is not a statement of service. Even if you are on an enterprise agreement (EA) where you do not progress based on teaching service, such as the Association of Independent Schools (AIS) Independent Schools NSW/ACT Standards Model MEA, having completed a certain number of years of teaching service is mandatory in order to apply to progress to Band 3. This is also the case under the Systemic Schools Enterprise Agreement which applies to all NSW and ACT Catholic schools (except for Catholic independent schools) where one of the conditions to progress to Band 2 is that you have completed two years teaching service. And don't forget to chase up casual service or short periods of temporary service!

Step 2 Check what you have to do and when in order to get your next pay rise. Most EAs now tie pay rises to your accreditation status. Under the Systemic Schools Enterprise Agreement in order to progress to Band 2, you must have Proficient Teacher status (as well as two years' service). Under the Independent Schools Standards Model MEA you progress to Band 2 from the first pay period after 1 February or 1 July after you achieve Proficient Teacher status. Going from Band 1 to Band 2 gives post-2014 teachers a pay rise of nearly \$15,000 under the Systemic Schools Enterprise Agreement and Band 1 to Band 2 results in a pay rise of nearly \$20,000 under the AIS Standards Model MEA. So keep an eye on these dates!

Step 3 Know what counts as teaching service under your enterprise agreement. In recent years the definition of teaching service has been expanded in EAs applying to Catholic systemic schools and AIS independent schools. For example teaching service in a school overseas, subject to some criteria, is now recognised in AIS independent and Catholic systemic schools.

In addition, in Catholic systemic schools for both pre-2014 and post-2014 teachers full time child rearing is credited on a one/third basis. For post-2014 teachers, the recognition only takes effect after you have

gained Proficient Teacher status, but the child rearing may have been before.

See the EA in each case for details and remember that you must apply and will need to supply proof.

Step 4 In AIS standard or hybrid schools, find out about Band 3 access

Schools that are under the AIS Independent Schools NSW/ACT Standards Model MEA, the Independent Schools NSW Teachers Hybrid Model MEA or the NSW Catholic Independent Schools Model A MEA have a pay structure where access to the top pay rate is dependent on achieving accreditation as an Experienced Teacher. This process is overseen by ISTAA, which is part of the AIS. Normally you will need to have five years of teaching service as a Proficient Teacher at the time you lodge your all your documents. Check with your Union rep about what is required at your school and find out who in your school coordinates the process. Usually applications commence in around Term 3 and the documentation is lodged about 12 months later. The Union can assist members with this process.

Good luck and don't hesitate to ask your Union organiser if you have any queries.

COMING SOON

Your new member benefits program

IEUA NSW/ACT Branch has recently partnered with Member Advantage, a leading provider of member benefit programs.

With this new program, you and your family will soon be able to enjoy exclusive discounts on a great range of lifestyle, leisure and financial services all year round.

Benefits will include savings on a range of products such as dining, accommodation, leisure activities, adventure tours, airline lounge memberships, international money transfers, car rental, computers and many more.

Most importantly the 'digital' card provided by Member Advantage will be your IEU member card and replace the plastic card you formerly received by post.

Stay tuned for more details as we will be officially launching the new benefits program in February 2019!



from on page 1

“They learn about our skin name system – how we are connected like families by it.”

April said learning about skin names was important because boarders away from the country would be connected by skin names. It is also a way of making teachers new to Ti Tree feel included.

“Every new teacher who comes to our school gets a skin name . . . it’s like they are brothers or sisters with others with the same skin name.”

April uses art to “create learning pathways” as well as keeping culture alive.

“The Elders used to tell kids stories on the sand. Today we are putting stories on canvas but using the same techniques. We’re still hunting witchetty grubs, goannas and kangaroos and the canvases show it. Like the sand pictures, the canvases don’t depict the whole animal, just their footprints.”

April said teaching dot painting helps bring the past and present to life for students and makes language come alive too.

“Every new teacher who comes to our school gets a skin name . . . it’s like they are brothers or sisters with others with the same skin name.”

“It shows young people what we used to do in the past but it’s about the present too. The students use art to decorate tables at the school, create t-shirts for NAIDOC Week, to design the uniforms.”

Away from country, culture is a vital connection for students and teachers.

“The students love going to boarding school but they miss taking part in cultural activities. It’s important that teachers have an awareness and understanding of culture so they can share and participate with students while they are in the city.”

The painting now gracing the IEU’s office is called *Women Dreaming*. On the back of the canvas April has written: “This painting is about women hunting. They are hunting for bush foods, women are hunting around the waterholes so they can find witchetty grubs, bush berries, bush onions and bush plums”.

Sue Osborne Journalist

Present Tense

Happy new election year!



Kendall Warren
Organiser

Welcome back to another year of Present Tense. 2019 promises to be a busy year in politics, with elections to be held in NSW (23 March) and federally (likely in early May).

The Labor Party seems odds on to win government in Canberra, and are probably a better than even chance in NSW, so what will the election in either sphere mean for IEU members in the post secondary college sector?

Federally, Labor has promised to overhaul the badly flawed *Fair Work Act*, though the full extent of this is still to be revealed. However, it appears likely that an ALP government will amend the Act to encourage more in the way of industry wide bargaining, particularly for lower paid work. This could have a significant effect on the private college sector, which is beset by low pay and poor job security. A Labor government is also likely to make improvements in agreement making, increase minimum wages, and protect penalty rates.

Labor is also planning to hold a major review into the post secondary college sector within 100 days of winning office, so if the polls stay as they are, members can expect some significant announcements in this area before the end of the year.

In NSW, the Opposition is probably less likely to win office, but the polls suggest that it will be close, and here too, Labor policy has something to offer members in the sector. Labor has quietly proposed to improve Workers’ Compensation, in an attempt to plug the huge gaps left by the O’Farrell government’s attack on the scheme seven years ago. Labor has also talked up regulation of the so called ‘gig’ economy, to try and give those workers greater protections by bringing them into the mainstream of the industrial relations system.

The IEU is not affiliated with any political party, but if elections are about choices, then there looks to be plenty of reasons to consider a change of government this year.

Agreement round up

Your Union continues to work hard on behalf of members, and one of the biggest things we do is negotiate enterprise agreements. These agreements are important, as they normally contain wages and conditions that are superior to the award.

Over the summer, your Union has finalised a settlement at Navitas English. The proposed agreement will preserve all existing benefits and see some improvements to the progression for non teaching staff, while salaries will be indexed to the Wages Price Index (2.1% for the first year). Voting should take place in February.

Negotiations are continuing at several other colleges, including Insearch, UoW College, UNSW Global, Embassy English, Sydney College of English, and Taylor’s College. A full summary of progress with those negotiations will come in the next edition of Present Tense.

The *Fair Work Act* includes provisions for ‘good faith bargaining’, under which an employer can be compelled to negotiate where it can be demonstrated that a majority of the employees (or section of employees, such as teachers) want this to happen. To find out how this might work at your workplace, contact your Union, the IEU.

2019

is shaping up to be a busy year in early childhood

Verena Heron
Industrial Officer



IEU is close to finalising the new KU Children's Services agreement and provided that KU and the Union can agree on the drafting of the agreement it should be sent out for voting in early February.

The agreement provides for 2.5% increases per annum (KU teachers and directors are currently above the majority of the ECS sector), programming time and director's release time to be increased once the agreement has been approved.

At the conclusion of negotiations KU proposed that jury service be restricted to 20 days and that the length of the agreement be extended to July 2023.

Uniting

"Negotiations for a new agreement for staff in Uniting Care Centres will also commence in the first half of this year.

Many locally managed services have now transferred management to Uniting during the past 12 months.

As the Uniting Care agreement covers all employees it is important that teachers and directors have a strong voice in negotiations. IEU will be visiting services in preparation for the negotiations.

Other agreements

The IEU is continuing to roll out agreements for community based services. Many centres are on their third agreement. If you are interested in negotiating an agreement contact your union organiser. The Union will assist in all aspects of the agreement making process.

ERO and award variation

The Union continues to prepare for the upcoming Equal Remuneration Orders (ERO) case which will be heard in the second half of the year. In addition, we have made application to vary the modern award to ensure that non teaching directors are not classified under the Children's Services

Award. Currently the *Children's Services Award* provides a classification for directors who have teaching qualifications.

Some employers try and employ teacher/directors under this classification which provides for less pay than under the *Educational Services Teachers Award*. We are currently preparing witness statements for this case.

Save the date

The annual early childhood teachers conference will be held on 7 September and promises to be an exciting and thought provoking day.

From little things big things grow

Receiving an IEU/TMB Environment Grant has proved the catalyst to kick start major changes at St Peter's Anglican College Junior School in Broulee.

The south coast school's plan was initially modest, with a wish to incorporate their existing programs into a more holistic cycle and encourage community participation from local preschools and the retirement village.

But Year 6 Teacher Trina McCallum said as soon as they started outlining plans for their eco-program, it became evident they could go a lot further.

"It's been incredible – people have been saying 'you don't need to spend the grant on that' and giving us donations or bringing things from home instead," Trina said.

"I think the desire to do all these things was there but in the busy day to day we didn't get around to it until the grant came along."

The junior school already had a veggie garden, a kitchen garden cooking program and recycling, but now the 'Taj Mahal' of chicken coops has been introduced to the school, thanks mainly to parent contributions.

The grant money can now be spent on mulch, garden beds, chicken feed and other needs.

Big picture, the project will incorporate a pond to create wetlands and a covered learning area which

will also allow visitors from the retirement village to park and sit in a safe area when they come to see the gardens and chickens. An outdoor pizza oven is also on the drawing board.

"We had small expectations six months ago, but these have been growing expedientially," Year 5 Teacher Kylie James said.

The eco-program has captured the imagination of all eight staff at the junior school and most of the students, many in the parent body and the wider community.

In order to develop leadership skills, each year group at the school is responsible for maintaining an aspect of the garden and passing on their knowledge to the year below them.

The students are responsible for researching how to look after the chooks, and other STEM projects have merged, such as developing a 'beeswax wrap' to sell.

The senior school's mathematics department is also getting involved, looking at a market garden idea to develop life skills.

"The children have embraced this, it's a student centred program. They can go through their school career learning about all aspects of a sustainable lifestyle," Trina said.

Each year the Union partners with Teachers Mutual Bank to make Environment Grants possible.



Front left to right: Year 5 students Zahlia Kelly, Milly Shanahan, Millie Jones Back row: Staff Paula Wicks, Trina McCallum, Kylie James and volunteer parent Martin Shanahan



Four decades of change

Fiona Moults has seen a lot of changes during her 41 year career in early childhood. She is retiring this year after a 24 year stint with KU in the Newcastle area and 24 years as an active IEU member.

Fiona graduated from Churchlands Teachers College in WA. Her first teaching position was with a community preschool in the Pilbara in WA. She was one of only six single women in a town of 5000 people.

"When you graduated you were either employed by the Department of Educational or the WA Preschool Board, and I was assigned as a teacher to a preschool," Moults said.

"If you didn't work in mining you were a teacher or health worker," Moults said.

She loved the community spirit of the preschool and the fact that in those days early childhood teachers were treated the same as school teachers.

"Reflecting on my time in early childhood, that's been one of the biggest changes. We were treated as teachers then, but now it's a corporatised world where staff are treated as numbers, and you are recruited by big organisations."

Not surprisingly, considering the odds, Fiona met her husband in the Pilbara and the pair had two children. They moved to the Newcastle region, where her husband pursued a career as a ranger with the National Parks and Wildlife Service.

After a few short term teaching positions Moults started at KU Wonnayba as teacher/ director for five years. She transferred to KU Windale Preschool, reportedly "one of the most disadvantaged postcodes in Australia".

Moults said working at this preschool was demanding but rewarding.

"Parents would disclose to me a lot. I was doing a lot of child protection notifications."

She remembers a child being shown a picture card of a roller skate and describing it as a 'car shoe' because he had never seen or heard of a roller skate.

"While it was taxing, I felt like I could and did make a difference."

During that time Fiona was appreciative for the support from the IEU over several difficulties at work and their positive outcomes.

"Being a director, I was constantly torn with the amount of paperwork that was required and spending time with the children."

After 12 years as teacher and director Moults moved into a permanent relief teaching position where she believed she could make a difference.

"Another change that has happened over the years is the increasing amount of paperwork early childhood teachers are required to fulfil."

Coming into preschools and long day care centres fresh but with lots of experience, Moults felt she was better able to help children and fellow teachers.

She regrets that over the years more of the focus in early childhood has been towards a corporatised, monetised service rather than community and family orientated education.

She supports the IEU's Teachers are Teachers campaign, and said it is important for teachers themselves to be aware they are professionals influencing the future of society.

"Governments need to respect children and better fund early childhood education and teachers."

Moults felt it important to be a Union member throughout most of her career and be informed and involved about her rights, pay and conditions.

She's attended a number of IEU women's seminars in Newcastle and served as the staff rep on KUSA - KU Staff Association for some years, informed by the support and advice of the Union.

She managed to get some changes through, like better long service leave entitlements and acknowledgment by KU of the valued contribution made by deceased staff in the KU Staff Bulletin.

She's now looking forward to a well deserved rest and some time with family and friends.

Sue Osborne Journalist



Award for campaigning IEU women

Sally McManus ACTU Secretary launched the ACT We are Union Women network in 2017. The network is a feminist, unionist, activist group, campaigning for social change, justice and to build the union movement's ability to win on issues for women. IEU Organisers Berna Simpson, Jackie Groom and Lyn Caton are inaugural members, with Caton taking a place on the Committee Executive.

In 2018 there were 66 women murdered due to gender based violence. The IEU has actively lobbied politicians seeking their support for access to 10 days paid domestic violence leave to be enshrined in the National Employment Standards and Modern Awards.

As part of the We Won't Wait campaign, committee delegates have lobbied MPs such as Linda Burney, Gai Brodtmann, Janet Rice, Darren Hinch and Andrew Leigh, seeking support for paid family and domestic violence leave, and as a result their support was assured.

The strength and dedication of these Union women was recognised at a recent awards ceremony, the ACT Government Violence Prevention Awards, held in December, where the IEU Committee won the award in the workplace category.

In December the Morrison government passed legislation to include the right to take up to five days unpaid family and domestic violence leave in the National Employment Standards. It will be an annual entitlement available to all employees, including part time and casual staff.

"No one should be choosing between their job and their safety. We must always keep in our minds what the feminist movement has taught us; the personal is political," Caton said.

Don't wait to work

IEU members are reminded that you need not wait to receive your Working With Children Check (WWCC) clearance number to engage in child related employment.

Under sections 8 and 9 of the Child Protection (Working with Children Act) 2012 a person is able to engage in child related employment if he/she has submitted a current application for a WWCC clearance and have received a current WWCC application (APP) number. An employer can verify a person's WWCC clearance status online with the Office of the Children's Guardian using that person's current WWCC application number.

We encourage members with any issues concerning the WWCC to immediately seek advice by contacting their IEU Organiser or Russell Schokman, IEU Policy Advisor on 8202 8900 or the toll free number (for country members) 1800 467 943.

Russell Schokman Policy Advisor



Get the right advice

Tabatha* was 67 years old and commenced work at a Canberra school in early 2018, teaching Year 12.

After some weeks, due to ongoing bullying by students, Tabatha sustained an injury being anxiety with resulting sleep disturbance and other secondary conditions.

She required time off work and her GP referred her to a psychologist. Tabatha lodged a claim for workers compensation and the insurer accepted liability, resulting in incapacity payments for the time off work and payment of her treatment expenses. She was unable to return to her work and eventually resigned.

The insurer then offered to commute or 'buy out' Tabatha's ongoing workers compensation entitlements for \$10,000.

IEU referred Tabatha to Maurice Blackburn Lawyers who assessed her entitlements and what she'd been offered.

The insurer engaged lawyers who argued that an amendment to the ACT Workers Compensation Act meant that from July

2017 workers like Tabatha, who were over the relevant pension age and injured at work, had no entitlement to incapacity payments at all and that any payments for time off work should be repaid.

Maurice Blackburn disputed that interpretation, arguing that the change in the law, correctly interpreted, meant that workers in Tabatha's position actually continued to have ongoing entitlements to incapacity payments and, indeed, were now better off than before the change.

After a series of meetings and negotiations, Tabatha decided that she wanted to resolve the claim and agreed to commute her entitlements for \$25,000 and move on.

Obtaining the right legal advice is important. If something happens to you or your colleagues, remember to contact the IEU who can arrange a referral to Maurice Blackburn Lawyers for advice.

*Name changed

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Rally numbers increase Australia wide



Media reports showed tens of thousands of protesters rallying in Australia's capital cities on 26 January, protesting about the public holiday and historic abuses suffered by Australia's Indigenous population it symbolises. The 'Day of Mourning' or 'Invasion Day' marches were held in Sydney, Melbourne, Brisbane, Canberra, Hobart and Perth, with survival day events in Adelaide and Darwin.

Attendance at these events has grown rapidly over the last few years, with early protests only attracting crowds in the hundreds, compared to over 30,000 cited by event organisers and the media this year.

Other unions in attendance at the Sydney march included the Maritime Union of Australia and National Tertiary Education Union.



Maitland-Newcastle CSO dispute

The IEU will shortly be meeting with members employed in the Maitland-Newcastle Catholic Diocese to discuss the next steps in the campaign for an up to date enterprise agreement for staff employed in the Catholic Schools Office (CSO) and Shared Services.

FWC decision

The Fair Work Commission (FWC) handed down a decision on 9 January 2019 concerning the long running dispute with the Maitland-Newcastle Diocese about the terms and conditions of 35 staff who were transferred in 2018 from the CSO to Shared Services, another administrative section of the Diocese.

The case was brought by the Union on behalf of members affected by the reduction in their working conditions as a result of the transfer. The CSO had advised employees that the existing *Diocese of Maitland-Newcastle Catholic Schools Office Enterprise Agreement 2017* (CSO EA) no longer applied to the transferring staff. As a result, staff lost conditions such as long service leave, personal/carer's leave and redundancy pay and were entitled to reduced paid parental leave.

Unfortunately, the Commission held in the January decision that the CSO EA did not continue to apply to staff who transferred to Shared Services. The Commission also declined to vary the CSO EA to ensure the EA continued to apply.

This decision was based on technical legal argument, not the fairness or otherwise of whether or not the EA

should continue to apply. Indeed, Commissioner Johns referred to the "inherent unfairness" of the fact that the EA would no longer apply to employees who had voted for it. The Commissioner also referred to the "oddity" of the fact that the EA would not apply because there was an administrative restructure but would have continued to apply had the employees been outsourced to a separate company. This was the case even though the staff in Shared Services continued to perform work for the CSO in support of schools.

The Commission stated that the undertaking by the Bishop in August 2017 that CSO employees would not be disadvantaged by the transfer to Shared Services could not be used in interpreting the CSO EA if this was not the effect of the EA itself.

Other CSO staff

The enterprise agreement (EA) applying to CSO staff who have not been transferred is now up for renegotiation. CSO staff have not received the 2.5% increase paid to staff in schools in January 2019. The Union will be in contact with members to discuss claims for the new EA and we expect, given the treatment of staff who transferred to Shared Services, that these negotiations may be protracted. We will also be consulting with members in Shared Services as to future enterprise agreement coverage.

Carol Matthews Assistant Secretary

Sydney Catholic schools class sizes

In 2017 and 2018 the Union renegotiated the Work Practices Agreements (WPAs) that apply to all Catholic dioceses except Wilcannia-Forbes. Many of the WPAs contain improved conditions such as improved support for large classes, limits on meeting times, etc. IEU organisers will be discussing the improvements at upcoming IEU sub branch meetings and on school visits.

The WPA that was finalised in March 2018 to apply to Sydney Catholic schools contains new commitments on primary class sizes. The long standing commitment in the WPA was maintained – Years K-6 classes should not normally exceed 30 students. However, the new commitment was "from 2019 no instructional group enrolled in Kindergarten will exceed 32 students with other classes to be reduced to 32 over time by natural attrition". For the first time, the WPA contains a clear statement that the framework is enforceable and is to be adhered to by Sydney Catholic schools staff. If there is a class in your primary school with more than 32 students, ring your organiser for advice.

Members should also contact your organiser if class sizes in secondary schools exceed the WPA limits – 30 students in Years 7-10, 25 students in Years 11 and 12 and 24 in practical classes.

Carol Matthews Assistant Secretary

Early childhood sector seeks commitment from NSW government

IEU joins with more than 20 other early childhood stakeholders in writing a letter to the Gladys Berjikian NSW State Government, calling for a meeting and formal response to their requests and concerns regarding early childhood funding and services. Find the letter, to which IEU was a signatory, below:

Dear Premier

In this important election year, the NSW early childhood education and care sector has come together to call upon the next NSW Government to make a firm commitment to affordable, high quality early learning for our youngest learners. There is resounding Australian and international evidence that access to quality early learning provides a solid foundation for children's brain development and success in school and provides life-long education, health and wellbeing outcomes. The December 2018 COAG meeting acknowledged this evidence by agreeing to the Early Learning Reform Principles. The meeting recognised 'the importance of the early years of life, and the significant contribution that high quality early learning makes to life long educational achievement, productivity, wellbeing and success' with all jurisdictions committing to 'continue improving outcomes for children and families'.

The NSW early childhood education and care sector has national significance in the delivery of these principles, representing more than 3,000 long day and 800 preschool services, attended by 290,000 children from 220,000 families and employing more than 40,000 teachers and educators.

We write to seek a meeting and to receive your written response to our collective priority requests and strategies:

All NSW children have access to affordable, high quality early learning for at least two days per week, for the two years before formal schooling, delivered in long day and preschool settings.

Secure and adequate long-term funding for four-year-old children in the year before school to access at least two days of an

affordable, quality preschool program delivered in long day and preschool settings.

Extension of universal access funding for two years before school to ensure all three - year-old children have access to at least two days of an affordable, quality preschool program delivered in long day and preschool settings.

Adequate universal access funding to enable delivery of a quality preschool program in long day and preschool settings.

Address barriers of access to quality preschool programs (both cost and non-cost) to increase participation for children experiencing vulnerability or disadvantage.

Ensure that the delivery of universal access to preschool programs is developed in close consultation with the sector and supported by a needs-based infrastructure program, sufficient preschool program places and sufficient supply of qualified teachers and educators.

NSW children experiencing vulnerability or disadvantage are able to fully participate in early learning and receive the support that they need.

Consistent fee subsidies for Health Concession Card and other equity families to attend preschool programs in long day care and preschool settings.

Needs-based funding to support children to achieve the most out of their early learning opportunity similar to the new Victorian School Readiness funding.

Funding for specific initiatives to encourage children to attend preschool programs such as community outreach workers, buses and alternative models of delivery in disadvantaged areas with low participation in early learning.

Negotiation with the Federal Government to enable the NSW

Government to be a third-party payer of fees for children at risk and children in out of home care to access early learning.

Engagement with NDIA, schools and early learning providers to support children with disabilities or developmental delays to overcome barriers for them to access early intervention and for educators to access capacity building funding from allied health providers.

Develop, implement and evaluate a strategic vision and action plan to implement a ten year NSW Early Childhood Education Workforce Strategy (2019-2029) that builds a quality, well remunerated and professionally recognised early years workforce.

Work through COAG to develop a complementary national workforce strategy ensuring Federal, State and Territory government commit to appropriate funding to achieve the agreed strategic plan.

Implement a professional development fund that all teachers and educators can access to raise quality education across long day and preschool services, enabling improved developmental outcomes for all children.

Develop specific policy initiatives to increase the Aboriginal and Torres Strait Islander workforce and provide additional professional development for existing Indigenous teachers and educators to ensure culturally rich early learning services are available for all Aboriginal and Torres Strait Islander children.

Support moves to National Teacher Accreditation / Registration ensuring early childhood teaching degree qualifications and experience are recognised regardless of workplace setting or the age of children they work with. Enable, in collaboration with the sector and ACECQA, teaching standards

appropriate for and applied to all teachers (early childhood, primary, secondary).

Continued partnership support for the National Quality Framework.

Provide ongoing support for the implementation of the National Quality Framework and ensure adequate funding for implementation and administration, whether through a renewed national partnership or out of the NSW budget, to maintain quality standards in early childhood education as it already does for school education (NESA).

Work in partnership with the sector to improve quality program delivery in early childhood education.

Develop performance benchmarks for regular assessment and ratings of services on a consistent, well-defined and transparent risk basis and ensure adequate funding is provided for this to occur.

Investing in ongoing research on the impact of early learning to inform both policy and practice.

Lift investment in early learning, along with other levels of Government, so that Australia matches the performance of leading OECD countries investing at least 1 per cent of gross domestic product (GDP) in early childhood education.

We are a representative group of 25 early childhood education and care peak bodies, unions, providers, academics and local government. We look forward to meeting with you at your earliest convenience to discuss our priorities detailed in this letter and receiving your written response ahead of the election to allow it to be communicated widely to families and educators.

See <https://www.ieu.asn.au/news-publications/news/2018/01-6/early-childhood-sector-look-for-commitment-nsw-government-for-all-signatories> names.



Half a century career exploring cultures

Primary principal Anne Marrins has relished working in cross cultural environments throughout her 47 year career.

Training at Wagga Teachers' College in the 70s, Marrins said her first posting at Homebush West Primary was a culture shock compared to the predominately 'Anglo Celtic' exposure she had received.

The school was dealing with an intake of migrants from Turkey and there were no provisions in place for dealing with non-

English speaking students.

"The department had nothing, we had to go to a Catholic school in the evenings to get some training on this," Marrins said.

This early experience was to set the tone for her whole career, as Marrins has sought out schools with multicultural cohorts.

After three years at Homebush she moved to England to teach in Brixton, London, a deprived area dominated by Afro-Caribbeans, with the Brixton riot

taking place in 1981. When she returned to Australia Marrins couldn't get a job in a department school, so she ended up in the Catholic system at Holy Trinity Primary Granville, which had a large Lebanese community.

She met her husband who had emigrated from Scotland to South Africa before arriving in Australia, and the couple moved to South Africa for a year.

Marrins taught in an all white school as apartheid was in full swing at that time. Returning to Australia a year later she worked in a number of western Sydney schools until she was awarded the principalship of St Monica's North Parramatta in 2000.

Seven years ago she moved to St Patrick's Blacktown, her current school.

"St Patrick's has been wonderful. I love this school. Blacktown in the most multicultural place in Australia. It is going to be very hard to leave."

Marrins said during her long carer it's "always been about the students, and the difference you can make for them, particularly in schools with other cultures.

"Working with students that were a mix of cultures is what Catholic education is all about, helping people who have dug in financially and who have come to make a new life for themselves."

She has seen the nature of education evolve over the years, from children being passive recipients of learning to being empowered to be active participants in their learning.

The principal's role has also changed, with an increasing burden of administration placed upon them.

"We're supposed to be leaders of learning but increasingly our accountability is about things like work health and safety, legals and other requirements.

"In fact, the only look at the learning is the NAPLAN data."

Marrins has welcomed a pilot program by the Parramatta Diocese to introduce a business manager to primary schools one day a week and she hopes the program will be expanded.

A 30 year IEU member, Marrins has known IEU Principals Convenor Pam Smith since Smith worked at Parramatta Diocese supporting disadvantaged schools.

Smith has provided her with some support as a principal, and she said her railway worker father installed in her the philosophy that you have to be a union member to make a difference.

"In Australia we have great conditions compared to some overseas countries, thanks to the Union. In the UK they have no idea what leave loading or long service leave are."

Marrins intends to spend her retirement doing all the things she hasn't been able to do as a principal: reading, cycling, exercising and travelling.

"They always say you should maintain a good work life balance, but that's pretty hard to do when you're a principal."

Healing journey begins



After 40 years teaching and 20 years as a dedicated IEU Rep, Tony Kane is starting a new journey helping survivors of institutional sex abuse find a place of healing.

Kane, a survivor himself, began his teaching career in 1977 after being inspired by teachers at the Christian Brothers school he attended in Canberra.

Despite his history, Kane has remained in touch with teachers and fellow students from the school to this day.

"I still have a strong connection with the Alma Mater," he said.

Kane was a Christian Brother when he began his teaching career at St Dominic's Penrith in 1977, but he has spent the bulk of his career (30 years) at Edmund Rice College Wollongong, where he teaches Religion, Geography and English.

He joined the IEU in 1986 and became the Chapter Rep soon after. Kane knows just about anyone who's anyone in non government education and union circles in Wollongong and beyond.

"I've attended every branch meeting for the last 20 years and it's important to meet other colleagues from other systems and primary schools to stay in touch and understand what their lives are like.

"Being an IEU Rep gave me the personal authority (not power) to sit with the principal and the deputy and find an affinity with people, to negotiate and see other perspectives."

He said he was proud to have been able to provide dignity and respect to the treatment of a long term staff member who was recently made redundant.

"With injustice in the workplace, it is important to speak out and shout it from the rooftops. When dealing with issues of child abuse it is a bit different - you need a quieter, more discerning voice. Not every survivor wants to be identified."

Kane's personal case is unusual in that it was dealt with in the courts back in the 1970s, whereas many other survivors were not acknowledged for decades.

Kane attended the Royal Commission into Institutional Responses to Child Sex Abuse and said it was "the best thing Julia Gillard ever did".

He also recently visited the reflective garden created in the grounds of St Patrick's College and Cathedral in Ballarat.

In 2017 the Cathedral created the outdoor space with a viewing box for the ribbons and a pool. It is a space for the survivors of child sex abuse to come and think and a permanent recognition of the past horrors.

There he met a survivor who has seen five counsellors and attempted suicide and often been unable to get out of bed due to the damage that was done to him as a child.

Ballarat was home to several high profile abusers, including former priest Gerald Ridsdale, who abused up to 65 children, some as young as four.

Survivors tied ribbons to the fence at St Patrick's Cathedral, creating what became known as the 'Loud Fence' to draw attention to their plight.

On the school's website St Patrick's College Headmaster John Crowley said

the college had worked closely with key members of the college community, including victims and survivors, to ensure the garden reflected the wishes of those it has been designed to recognise.

"We have worked very closely with victims and survivors from the outset, along with members of our current community, including Old Collegians, students, staff and parents, to ensure this monument will be an appropriate reflective space for all in Ballarat," Mr Crowley said.

"St Patrick's College is committed to further strengthening relationships with victims and survivors in the Ballarat community and we anticipate that this reflective garden will stand as a permanent and prominent monument."

Kane would like similar reflective gardens for survivors in other locations, starting with the grounds of his own college at Wollongong.

He has also encouraged the Bishop of Wollongong to reach out to survivors. There were cases of abuse at the Edmund Rice College and Kane has actually taught the sons of survivors from that school.

From next year Kane will be teaching less hours as he makes the move to a new life. But it won't be slippers and golf for him, and he acknowledges he is beginning what could be a long and arduous journey.

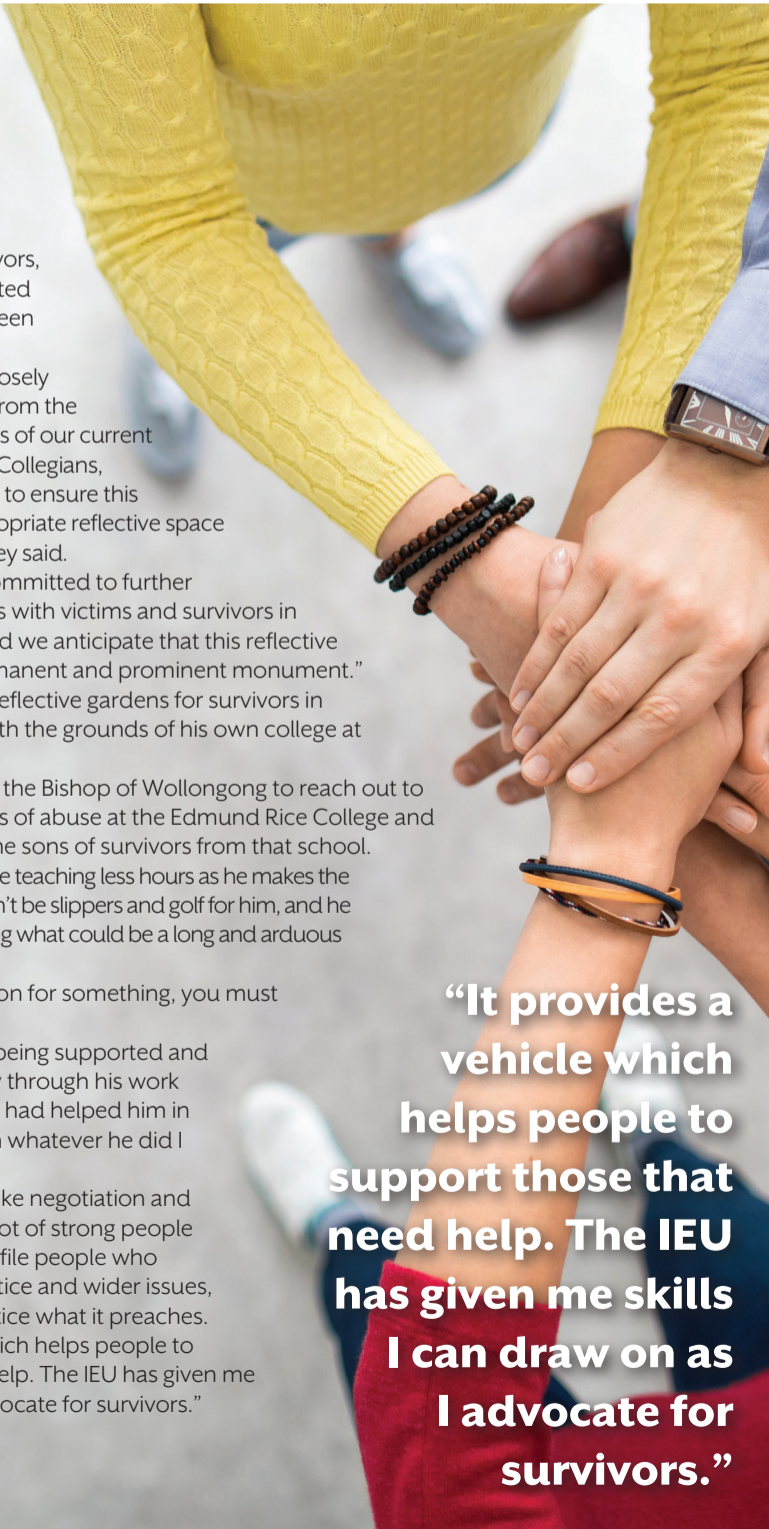
"When you have a passion for something, you must do it."

Kane said the feeling of being supported and part of a larger community through his work with the IEU over the years had helped him in the past and would inform whatever he did in the future.

"I've learnt a lot of skills like negotiation and conversation. There are a lot of strong people in the Union and rank and file people who persistently raise social justice and wider issues, getting the church to practice what it preaches.

"It provides a vehicle which helps people to support those that need help. The IEU has given me skills I can draw on as I advocate for survivors."

Sue Osborne Journalist



"It provides a vehicle which helps people to support those that need help. The IEU has given me skills I can draw on as I advocate for survivors."

Labour bites



LA teachers strike ends in victory

After a six day strike United Teachers Los Angeles have struck a deal which will allow a return to work in the USA's second largest school district. The deal was announced following a mammoth 21-hour bargaining session ending before dawn.

Clashes over pay, class sizes and support staff levels in the district with 640,000 students led to its first strike in 30 years and thousands of teachers attend a union rally in downtown Los Angeles mid January, determined to build on the Red4Ed movement that began last year in West Virginia and moved to Oklahoma, Kentucky, Arizona, Colorado and Washington state.

Union President Alex Caputo-Pearl said the 30,000 members would now vote and he expected approval. A union summary of the agreement called it 'historic' and urged teachers to vote yes to ratify.

The deal was broadly described by officials at the news conference as including a 6% pay hike and a commitment to reduce class sizes over four years. Specifics provided later included the addition of more than 600 nursing positions over the next three school years. Additional counsellors and librarians were also part of the increase in support staff. (Source: The Star)



Union leaders arrested

A Zimbabwean union leader who backed a nationwide strike over fuel price hikes was arrested in Harare on Monday, a lawyers' group said, in a mounting crackdown by authorities. "ZCTU (Zimbabwe Congress of Trade Unions) Secretary General Japhet Moyo was arrested at Robert Mugabe International Airport," Kumbirai Mafunda, spokesman for the Zimbabwe Lawyers for Human Rights group, told AFP.

Moyo appeared on a video clip posted on the ZCTU's Twitter account last week urging workers to stay away from their jobs in protest at the more than doubling of fuel prices. He is the latest of a list high profile activists arrested after the strike turned into nationwide protests with some rioting and looting.

He is in custody on charges of subverting the government and inciting violence, apparently after backing the national strike on social media.

At least 12 people were killed and 78 treated for gunshot injuries over the last week, according to the Zimbabwe Human Rights NGO Forum, which recorded more than 240 incidents of assault and torture. (Source: IOL)



Final Ausies crews return home

Workers from the last two Australian crewed iron ore ships have started arriving home after BHP ended contracts with their employer. A total of 68 from MV Mariloula and MV Lowlands Brilliance are expected to return home in the coming weeks.

"Earlier this month the crew of both vessels were informed that BHP and BlueScope had decided, without consultation, to immediately axe their last remaining Australian crewed iron ore vessels," the Maritime Union of Australia said in a statement on Thursday.

"The decision brought to an end more than 100 years of Australian seafarers carrying iron ore for BHP." It is understood the workers will be replaced with non Australian employees.

"No decision has been made regarding the continued employment of the crew, and the company is examining whether there are redeployment opportunities," Teekay Shipping said in a statement.

"Should any member of the crew be made redundant they will receive their entitlements under their respective enterprise agreements." (Source: The Australian)



Equal pay deal for Scottish women

More than 8000 Glasgow City Council workers staged a 48 hour strike and march over the issue of equal pay for women last October after it was revealed some women were paid up to £4000 a year less than male counterparts.

Council bosses have now made U-turn on threat to sue union GMB over wildcat strikers during women's equal pay protest in Glasgow and reached an in-principle agreement with the Union on fair pay and compensation.

It is understood around 14,000 equal pay claims will be settled in the group payout of around £500m.

Welcoming the news, GMB Scotland Organiser Hazel Nolan said: "This is a significant moment and is recognition of the value of women in this city, brought about by the women themselves understanding their own value and fighting for it together".

"What is important now is that the claimants and their families can have confidence in this agreement and in the process of delivery in the coming weeks and months." (Source: The Sun Scotland)

Compiled by

John Quessy
Secretary



Exchange from Canada

All is going well here. We have just returned from two weeks in British Columbia. Our kids joined us, as well as friends and we had a blast. Now back at school with exams starting in a week then end of the semester. School goes well. I am well into the swing of snow shoe, cross country skiing and skate lessons. Next period I am teaching how to build a snow shelter in outdoor education.

Red Deer is a good place for an exchange. While it is an oil town it's big enough to have a cross section of people into hiking and skiing.

I am still riding to school. The coldest day so far was -21. It is dark with sunrise at 8.41 today. Strangely I have not seen anyone else riding to work.

Lots of adventure planned. A week skiing in Fernie and some back country skiing trips, exchange conference ice fishing etc. And I will be ready for some warmth are some stage with plenty of summer holidays planned.

So all is going well. Better go build some snow shelters.

Peter Haynes is on exchange from Radford College in Canberra to Red Deer Alberta.



Welcome back to all our returned exchange teachers! Many of you would have returned home just a week or so ago and you will still be re-adjusting to life back here. We hope you have enjoyed your year away and look forward to hearing about your travels. Thank you for your emails, postcards, Facebook and Newsmonth stories.

Welcome to our Year 2019 visiting exchange teachers from Ontario, British Columbia, Alberta and New Brunswick. You certainly have come from exciting but cold places! And what a warm welcome you are having to NSW and the ACT!

We look forward to meeting officially at the Welcome Reception on 22 February and at various exchange events held throughout the year.

Reps and members, if there is an exchange teacher in your school, make yourself known to them and help them settle into their new community. As overseas exchange teachers have reciprocal union membership for the year, you might like to invite them to your next chapter or sub branch meeting.

Returned exchange teachers should also think about supporting the NSW Exchange Teachers League (ETL) now that your year on exchange is over. You will receive the next issue of the ETL newsletter shortly and included in it will be a membership renewal. The ETL is a wonderful group whose members have been on exchange themselves and provide social activities and friendly support to newly arrived exchangees.

The ETL meets on the first Wednesday of every month during term time at the IEU's offices in Wattle Street Ultimo at 5.30pm. It has lots of great activities planned through the coming year. If you want to become involved, call me the Exchange Coordinator on 8202 8900. Your support would be greatly appreciated.

It is not too late to apply for an exchange position for 2020. Details

on available exchange positions will be advertised in upcoming Newsmoth editions and also posted at <https://www.ieu.asn.au/teacher-exchange>.

There will be some exciting exchange destinations and positions out there. Email helen@ieu.asn.au or call me on 8202 8900 or 1800 467 943. Don't wait for this; think about applying now and email a brief one page profile.

Here are just a few lovely ones to consider including a top double exchange to Alberta.

Red Deer Albert

Brice teaches Computer Science, Robotics, Visual Communications and is also qualified to teach Social Studies at Notre Dame High School in Red Deer. His wife Lindsay teaches Science (Biology) at Hunting Hills High School in Red Deer. Both are Catholic and have two children and a new four bedroom home available for exchange. Red Deer is a popular exchange destination; it is a large oil city with a great cross section of people into hiking, skiing, snow shoeing and ice fishing! This year, Red Deer is hosting the Canada Winter Games, the largest multisport event in the nation!

Calgary Alberta

Jodie teaches Foods and Fashion (Career Technology Foundations) at St Vincent de Paul Catholic School in Calgary. She has also taught Religion and Elementary Science, Maths and Art in the past and has excellent references. She is Catholic, single and has a newly renovated two bedroom home (interior designed by herself) in Calgary available for exchange. Relive the 1988 Olympic Winter Games in Calgary.

For those teachers who have already applied for 2020, your applications are in the hands of the overseas co-ordinators and we are eagerly awaiting matches. All the best for the coming year!

Helen Gregory Exchange Coordinator



Pope Francis brings city to a standstill

Chris Wilkinson
President



Happy New Year to you all. I hope you are well rested, excited and ready for the year ahead.

I welcome all the teachers and their families who are here on exchange for the 2019 school year and hope that their experiences are both enjoyable and worthwhile and that they get the opportunity to experience the beauty that Australia has to offer.

Also, to all of our teachers who are returning after spending a year abroad, welcome back and we look forward to sharing your experiences and stories.

I am currently in Panama City attending World Youth Day along with 65 other pilgrims from the Broken Bay Diocese. Panama is a fascinating city steeped in history with a mix of cultures and languages. The city is abuzz with hundreds of thousands of pilgrims from every corner of the world making this a colourful and exciting event. Flags, costumes, uniforms and songs can be seen and heard as the pilgrims move around the city making

friends and exchanging gifts. Australia held its event a number of years ago with over 750 participants from every state and territory attending, along with archbishops, bishops, priests and sisters.

Pope Francis arrived yesterday bringing the whole city, roads and traffic to a total standstill as his motorcade made its way from the airport through the city. Hundreds of thousands of people lined the streets to welcome him with the hope of catching a glimpse of the Holy Father.

I am enjoying the opportunity of meeting and talking with teachers from schools in both the Sydney, Parramatta and Canberra Dioceses who are also here as pilgrims.

As we return for Term 1, make it your goal to inform new members of staff and any non members about the advantages and importance of joining the Union. I invite you all to attend your chapter and sub branch meetings and make this the year that you become more active. You are all most welcome.

Remember to keep in contact your organiser or contact the IEU office for any assistance required.

I look forward to working for you again throughout 2019. Enjoy Term 1.

Challenges for principals in 2019

Pam Smith
Principals Organiser



Thank you to IEU principal members for their ongoing engagement and support. A warm welcome to principals who are new to the role this year.

Appreciation is expressed to principals for their assistance in ensuring that the IEU's records are updated in regard to principals' appointments for 2019.

The Union's Principals' Sub Branch AGM will be held at the IEU Parramatta office on 9 February, with further sub branch meetings to be held on 4 May, 3 August and 2 November. Diocesan and/or regional meetings will be scheduled as appropriate and teleconferences can also be arranged.

Congratulations to IEU Principals' Sub Branch chair Sidonie Coffey for her appointment to a one day per week role in the Maitland-Newcastle Diocese as Principal Mentor (Beginning Principals) and to Robert Peers who will work full time in the Maitland-Newcastle Diocese as Principal Coach – Leadership Support. The IEU wishes them well in these vital roles in supporting principals in their leadership and wellbeing. Various principals' wellbeing projects in other dioceses are also acknowledged and the Union looks forward to supporting these initiatives in 2019.

With regard to principals' workloads and wellbeing, the IEU will continue to promote and support the annual principals' health and wellbeing survey conducted by Teachers Health and ACU Commenting on a recent Age newspaper article on a shortage of principals in Victorian government schools, Dr Phil Riley of ACU noted that workload pressures and concerns or experiences of violence were major factors impacting on attracting and retaining principals.

Once again, the IEU expresses its appreciation to Rob Laidler from Catholic Secondary Principals Australia for his involvement and support for the IEU Principals' Sub Branch, especially in regard to principals' roles, workloads and wellbeing.

During 2019, the IEU looks forward to being of assistance to principals in regard to:

- the negotiation of future Catholic sector Enterprise Agreements
- principals' contracts, roles and reasonable workload expectations
- governance issues/dealing with school boards and parent bodies, and
- NESA and QTI accreditation issues.

Principals are always welcome to contact the IEU for advice and support in regard to any matters affecting their working lives.

Interruptions are a constant

Carolyn Collins
Vice President Support Staff



How frustrating it would be to start a task and never complete it without an interruption.

This is what faces front office staff every day, where the brain is constantly jumping from one thing to another.

Having a limited allocation of staff in the office often leaves only one person to manage multiple phone lines, emails, last minute requests, deliveries, sick bay, medications, dealing with parent requests, angry and rude parents or simply having visitors at the counter, often who are 'in for a chat' – the list goes on. Whether it is a big school or a small school, interruptions are a constant. There are simply not enough hours in a day!

Some of the frustrations come from the introduction of new technology that is not fully functional or implemented with limited communication and/or training. Often staff are expected to undergo training outside of normal hours, often unpaid, and at times little notice is given.

The sheer number of duties expected of office staff is astounding. The financial

workload in itself is unbelievable. If other staff feel the crush of paperwork, imagine the considerations of legislation, compliance – increasingly onerous paperwork that has value to managerial bureaucrats, but has no measurable improvement to the everyday running of schools. Do they need to introduce additional workload rather than find solutions to what is already a problem? Again, the list goes on.

Our front office staff have a huge variety of personal skills, which they need to implement every day. They are confidants to parents, students and other staff. They are experts in sick bay/ first aid management, often needing to make on the spot diagnoses. They have empathy, compassion, are masters of child and parental behaviours; they can even be the finder of lost or run away students. Mostly they have a steely resolve to get the job done and done well and are the bearers of many, many talents.

Before interrupting, have a think, do I really need this now!

Let's make School Support Staff Day in June bigger and better than last year.

Save the date for the IEU Support Staff Conference on Friday, 23 August in Sydney.

IEUREPS

new recruitment tool

‘What does your Union do for you?’

SEND TO COLLEAGUES NOW



Masumi Sorrell, Abbotsleigh Senior College, receives her 30 year membership badge



Susanne Kosaras of North Epping Kindergarten receives her 30 year membership badge from IEU Organiser Tina Smith



Anthony Banboukjian celebrated his 30 years as an IEU member



IEU Rep Karyn Paluzzano presents a 30 year membership badge to Christine Chaplin, St Andrew's Primary, Marayong



Sally Ruston, Head of the Junior School at Abbotsleigh School receives her 30 year membership badge from IEU Organiser Veronica Yewdall



Union members earning more, as density steadies: ABS

Trade union members earn almost \$300 a week more than their non union counterparts, according to ABS data.

The Characteristics of Employment Survey shows that the median pay for union members in their main job is \$1300 per week, compared to \$1025 for non union employees.

In what might be considered a further fillip for the union movement, the survey, conducted in August, confirmed that the recent historical decline in membership has levelled off, with a drop of just 0.1% in the past two years.

The fall from 15.6% union membership in August 2016 to 15.5% this year largely arrests a trend which saw a 0.6% decline in the previous two year period.

Of the 9,910,200 full and part time employees who

responded to the survey's questions on unionisation, 1,535,700 reported being members.

The industries with the highest proportion of trade union employees were education and training (33%), followed by public administration and safety (30%) and electricity, gas, water and waste services (29%).

Meanwhile, the survey identified that 4% of workers are now registered with labour hire firms or employment agencies, earning a median weekly income of \$1023.

The ABS until 2014 released union membership data annually, but it is now only published every second year.

Characteristics of Employment, Australia, August 2018, 6333.0

(This article originally appeared in Workplace Express)

WINNER
VICTORIAN PRIZE
FOR LITERATURE 2019

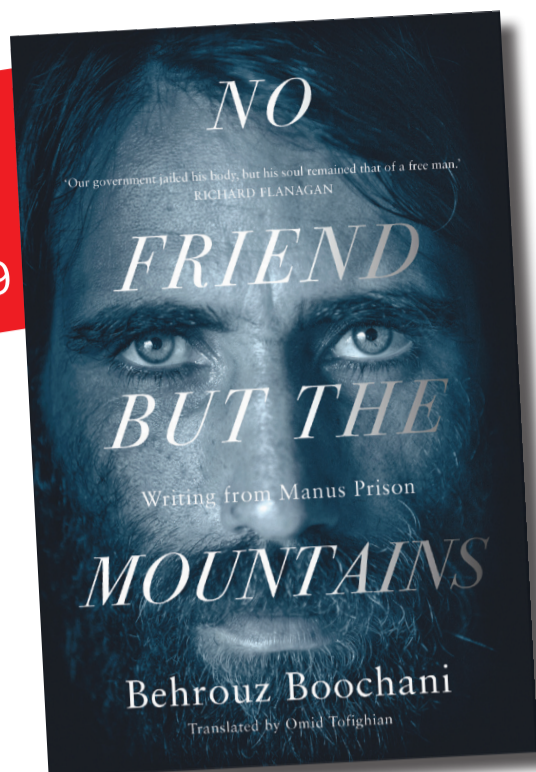
BONUS GIVEAWAY

Behrouz Boochani
*No Friend but the
Mountains: Writing
from Manus Prison*
(Picador 2018).

***No Friend but the Mountains* was written largely by text message in the Farsi language from Manus Island Prison by Iranian Kurdish writer, journalist, poet, activist and refugee spokesperson Behrouz Boochani. Behrouz has been a detainee (for the past five years) on Manus Island Prison. He also co-directed the 2017 film *Chauka, Please Tell Us the Time*.**

To avoid his writing being stolen by guards this book was largely thumbed by Behrouz in thousands of text messages on his mobile phones and smuggled to Sydney for a collaborative effort of writing, planning, translation and publication.

Behrouz's writing convey a truthful first hand experience of what it's like to be detained on an Australian offshore detention centre. His writing makes the prolonged discomfit, duress and



psychological torture he and others have endured since landing on Manus Island very real. Behrouz's poetry is interspersed throughout the writing ... at times creating beautiful images of the island and sea but more often highlighting the pain and suffering of individuals there.

The book's translator Omid Tofighian writes that Behrouz's main objective is to highlight the systemic torture in Manus Prison. The book is a call to action to move readers and to inspire them to resist the mindset that is driving Australia's detention regime.

IEU is offering our members a special chance to get a free copy of this book. Email entries to giveaways@ieu.asn.au No Friend but the Mountains in the subject line and your name, membership number and address in the body of the email. All entries to be received by 28 February 2019.

Position Vacant IEU Organiser Lismore

The Union is currently seeking applications for a full time (or part time 0.8 position would be considered) Organiser to be based in Lismore. The successful applicant will ideally commence duties in Term 2 2019. Members from all sectors of non government education are invited to apply.

Duties

Duties will include school visits, industrial representation of members and the implementation of IEU campaigns. Familiarity with issues affecting early career teachers and a capacity to relate to them is highly desirable. Some weekends and evening work will be required. Overnight travel may also be necessary and a current driver's licence is essential.

Conditions

The successful applicant will be appointed under contract by the Executive of the Union and accountable to the Secretary in the first instance.

Salary will be in accordance with the IEU Officers' salary scale that has links to the Sydney Catholic Schools teachers' rates. Starting salary is usually one incremental step above that which a member would earn in 2018.

IEU Organisers retain their membership of the Union and are non voting members of the IEU Council.

Organisers are required to obtain a Right of Entry Permit for the Registered Organisations Commission. Applicants should be aware there are certain convictions which could prohibit gaining the permit.

Appointment

Applications must be made in writing, setting out background, experience and other relevant material, including union involvement, that might support the application and forwarded to:

The Secretary
IEUA NSW/ACT Branch
GPO Box 116
SYDNEY NSW 2001
Email helen@ieu.asn.au



Closing date for applications is 28 February with interviews beginning the first week of March. For further information please contact Helen Gregory on 8202 8900 or 1800 467 943 or helen@ieu.asn.au

Giveaways



Kensy and Max Disappearing Act

Author: Jacqueline Harvey
Published by: Random House Australia
One copy to give away

What if you knew your missing parents were alive, but you couldn't tell anyone? How would you find them and who would you trust? Kensy and Max are now agents in training at Pharos, a covert international spy network. Christmas break sees the twins back at Alexandria for training and a celebration like no other, but where are their parents and why can't they come home? Thankfully, a school trip to Rome provides a welcome distraction. Amid the history and culture of Italy's capital, they discover a runaway boy and whisperings of Mafia involvement. It looks like Kensy and Max's harmless excursion may just turn into their very first mission.

End of year lucky dip

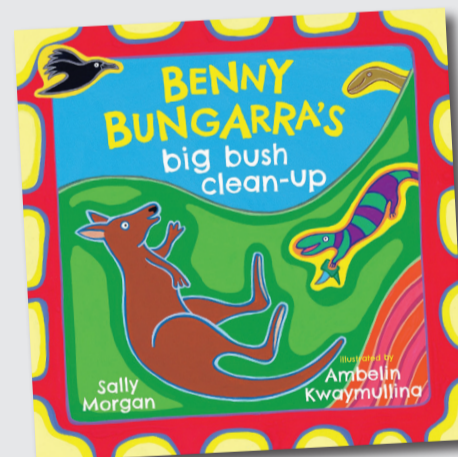
The IEU has a number of books left over from our giveaway process. If you would like to enter a lucky dip for one of these books follow the instructions for giveaways, but put 'lucky dip' in the subject line.



Fire Eye

Author: Peter D'Plesse
Published by: Short Stop Press
One copy to give away

Adventure turned nightmare: how did Alexander Dulaine's search for a lost plane become a struggle between life and death? Highly intelligent, independent, strong willed, yet vulnerable, Alexander Dulaine is a woman on a mission. She engages Jed, a part time adventurer, to launch a search to find the wreckage of her grandfather Karl's USAAF aircraft lost during World War II in Northern Australia that has a connection to the Torres Strait legend of the ruby Fire Eye. She is seeking to honour her grandfather's memory and perhaps solve some family secrets. As Alexander and Jed journey deeper into the unforgiving Australian outback, they discover that they are not alone and it's not just snakes that they should fear.

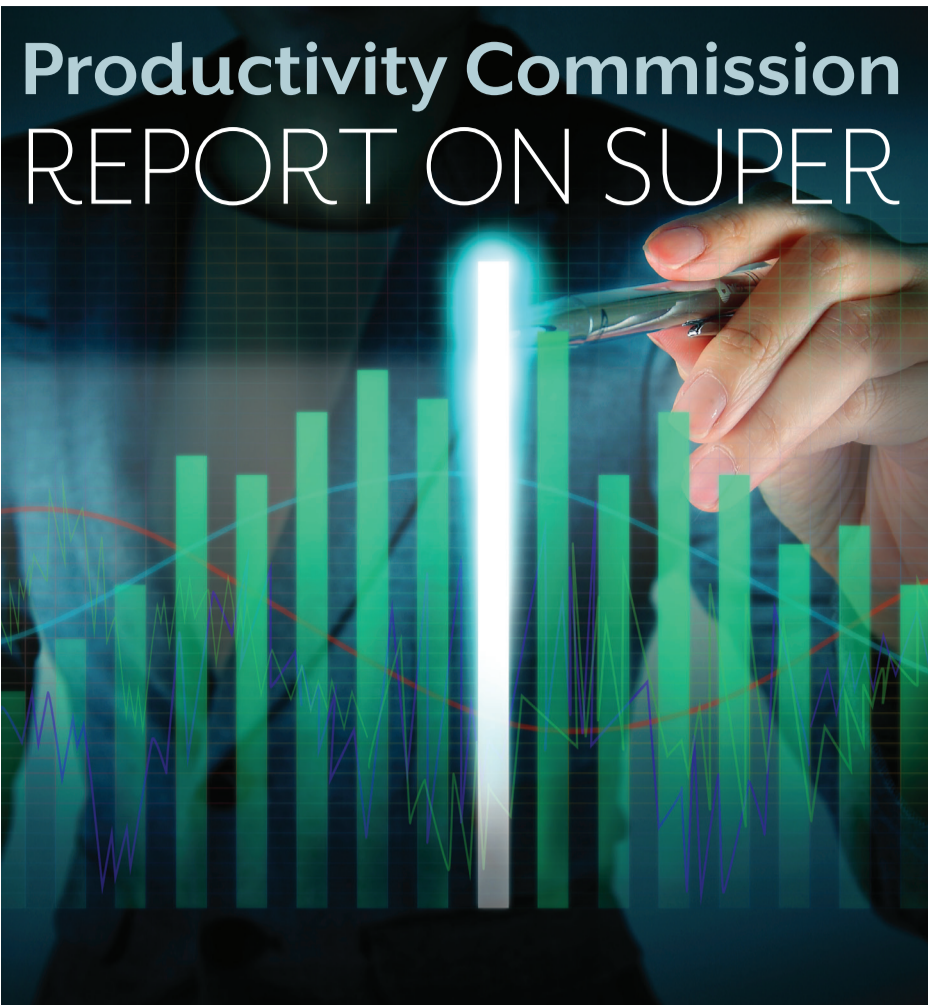


Benny Bungarra's Big Bush Clean-up

Author: Sally Morgan
Illustrator: Ambelin Kwaymullina
Publisher: Magabala Books
Three copies to give away

An environmental tale for early childhood and lower primary readers that shows how animals are affected by rubbish left in their habitat by humans. Ambelin Kwaymullina's illustrations are an explosion of colour and cleverly show the perils faced by our native animals. When the animals work as a team to come up with ways to look after the bush, they decide to ask the humans to reduce, recycle and use rubbish bins. But it is Benny Bungarra who has the bright idea of a big bush clean-up so the animals can also help look after the bush.

Email entries to giveaways@ieu.asn.au with the giveaway you are entering in the subject line and your name, membership number and address in the body of the email. All entries to be received by 28 February 2019.



Our compulsory superannuation system is definitely world class and the envy of many other countries because of its substantial size (\$2.8 trillion) for a relatively small population, regulation and universal cover for most Australian workers.

International reports such as the Melbourne Mercer Global Pension Index usually place Australia in the top four systems in the world and the Willis Towers Watson’s Global Pension Asset study considers the Australian superannuation system to be outstripping other developed countries for growth.

However, there are certain areas where further improvement can be made and the Productivity Commission (PC) was given the task of examining the system in its entirety for structural flaws and making recommendations for improvements. Two main areas of concern (of the 31 recommendations) included unintended multiple accounts which represent one third of all accounts (about 10 million) and consistently underperforming funds.

Unintended multiple accounts

These accounts usually result from members changing jobs and being assigned a new super fund by their employer. Sadly, apathy rules as this could easily be avoided by members providing their preferred super fund and member number to the pay office when they start a new job. The PC proposes to change the default system by having people entering the workforce allocated to a default product once only. These members would be able to choose from a ‘best in show’ shortlist of top performing funds which the PC proposes to publish and this fund would follow them to every subsequent job.

Underperforming funds

There has been much criticism of the Australian Prudential Regulation Authority

(APRA) from all sides of politics for allowing consistently underperforming funds to operate. The view is that APRA should have been proactive in removing underperforming funds as members will suffer a reduced retirement benefit because of their membership in these funds. It has been noted that the majority of the underperforming funds come from the retail sector, or bank run funds. The PC recommends a vigorous Outcomes test for APRA to administer with the ability to shut down consistently underperforming funds. These funds would be ordered to either shut down and transfer members to a better performing fund or merge with a better fund.

‘Best in show’ shortlist

Under the ‘default once’ provision a shortlist of the 10 best performing default funds would be selected by an expert panel and reviewed every four years. Although this measure may sound appealing, there has been some opposition to it from various quarters. The principal objection is that this measure is anti-competitive (the very thing the PC wishes to eliminate) because selected funds would morph into giant funds leaving other funds to wither on the vine. And some of the funds which do not make the initial list of 10 would not necessarily be underperforming funds. Peer comparison and a push to make the top 10 funds could possibly lead to riskier investment strategies while funds not placed in the top 10 would have a sustained disadvantage in maintaining membership and funds under management. While showing concerns about the ‘best in show’ idea Labor Leader Bill Shorten said: “We are up for making sure that for poorly performing funds, they don’t keep getting their mitts on money year in and year out”.

It will be interesting to see how the recommendations from the PC pan out this year and how they are legislated (or not). And some good news for NGS Super members – NGS Super was placed in the top 10 Performing Growth Funds last financial year with a return of 10.5% for its MySuper option.

(Important information: The information in this article is general information only and does not take into account your objectives, financial situation or needs. Before making a financial decision, please assess the appropriateness of the information to your individual circumstances, read the Produce Disclosure Statement for any product you may be thinking of acquiring and consider seeking personal advice. Past performance is not a reliable indicator of future performance. Any opinions are those of the author and do not necessarily reflect the view of NGS Super.)



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Simon Goss
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Professional Development

11 February	Beginning to Proficient Teacher – online	4 March	Professional Standards for Teachers explained, Standards 6-7 – online
13 February	PIP Maintenance of Accreditation – online	6 March	Challenging and interrupting homophobic and transphobic behavior – online
18 February	Sexual and gender diversity – online	7 March	TeachMeet women in leadership – online
19 February	Professional Standards for Teachers explained, Standards 1-2 – online	20 March	I’m a teacher– ask me anything! – Ultimo and online
25 February	PIP Work Hoarse – voice care – online	2 April	Expert debate on project based learning – Ultimo and online
26 February	Understanding and supporting gender diversity–online	8 April	PIP Maintenance of Accreditation – online
28 February	Professional Standards for Teachers explained, Standards 3-4-5 – online	10 April	Book club – online
		15 April	Accreditation at Proficient Teacher full day workshop – Ultimo

Reps Training

1 March	(Beginners course) 9.30am – 3.30pm IEU Office, 485-501 Wattle St, Ultimo. Contact maria@ieu.asn.au	22 March	9.30am – 3.30pm Albion Park Bowling Club, 32-52 Taylor Rd, Albion Park. Contact franca@ieu.asn.au
8 March	9.30am – 3.30pm Fairfield RSL Club, 14 Anzac Ave, Fairfield. Contact franca@ieu.asn.au	24 May	TBC Canberra
		31 May	TBC Albury
13 March	(Advanced course) - 9.30am - 3.30pm IEU Office, 485-501 Wattle St, Ultimo. Contact maria@ieu.asn.au		

with Professional Development and Reps Training

www.ieu.asn.au

Our locations

- Sydney 485-501 Wattle Street, Ultimo NSW 2007 (02) 8202 8900
- Parramatta Level 2, 18-20 Ross Street, Parramatta NSW 2150 (02) 8202 8900
- Newcastle 8-14 Telford Street, Newcastle East NSW 2302 (02) 4926 9400
- Lismore 4 Carrington Street, Lismore NSW 2480 (02) 6623 4700
- ACT Unit 8, 40 Brisbane Avenue, Barton ACT 2600 (02) 6120 1500



Coming Soon!

Your new benefits program.

IEUA NSW/ACT is excited to announce a brand new benefits program, in partnership with Member Advantage.

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- Leisure activities
- Shopping & Gifts
- Travel essentials
- Automotive
- Insurance services

You will be able to access all these benefits and more soon! Stay tuned ...



Email info@memberadvantage.com.au
or call 1300 853 352 for more information.

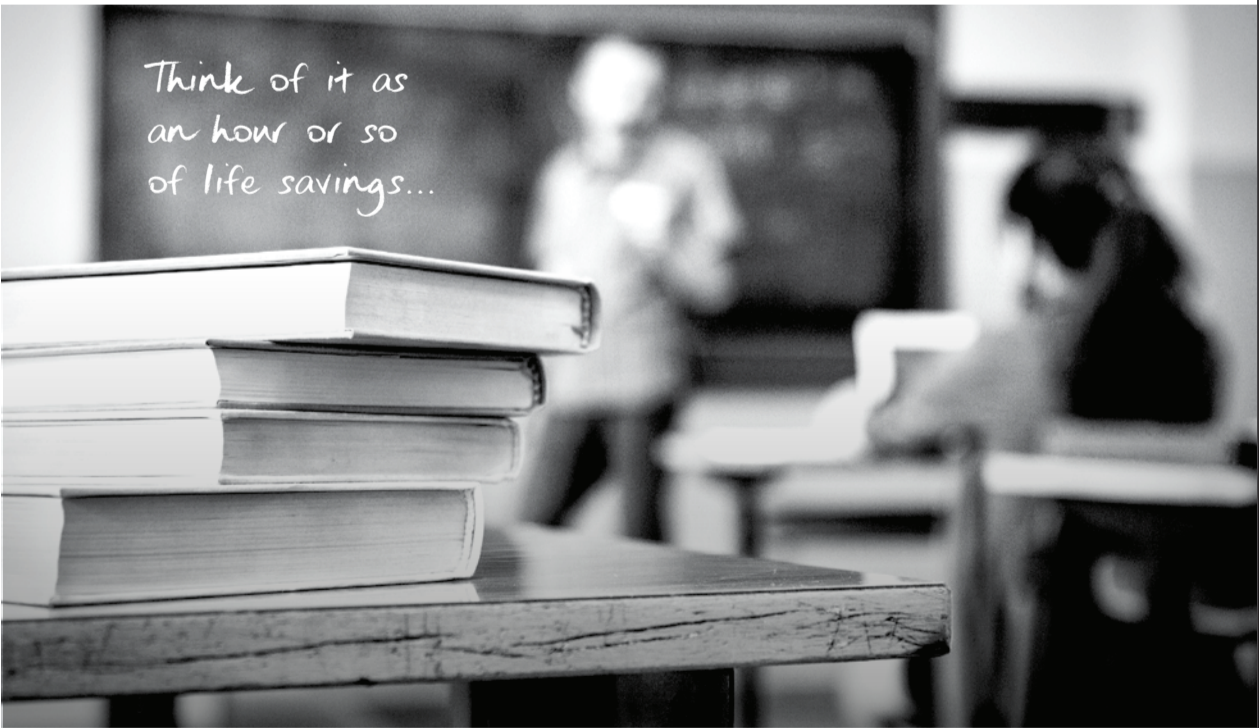


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