

VACCINATE TO EDUCATE

Add school and early childhood staff to priority groups

The IEU is lobbying for teachers and support staff in schools and early childhood centres to be included in vaccine priority groups. Here's why.

On 19 January the IEU spoke out about vaccinating teachers. We distributed a news release to numerous media outlets as well as all state and federal politicians. This attracted considerable interest from ABC News 24, SBS News, Channel Nine News, 2GB, the *Illawarra Mercury*, the *Newcastle Herald*, the *Canberra Times* and others (see our Facebook page for vision and links). Here is the full version of the union's media release.

Call for inclusion

The Independent Education Union of Australia NSW/ACT Branch is calling on the Federal Government to include teachers and support staff in schools and early childhood services as frontline essential workers in a priority group for vaccination.

"It is not only in the interests of teachers and support staff to receive the vaccination but also the entire community," said IEUA NSW/ACT Branch Secretary Mark Northam. "It takes just one case of COVID-19 to shut down an entire school, impacting hundreds, sometimes thousands, of families – disrupting learning and impeding parents and guardians' ability to work."

Since the COVID-19 crisis began, more than 50 schools in NSW have had to close owing to confirmed cases, and nearly 20 early childhood centres have been disrupted.

"It takes just one case of COVID-19 to shut down an entire school, impacting hundreds, sometimes thousands, of families – disrupting learning and impeding parents' and guardians' ability to work."

Then there's the matter of extensive contact tracing and deep cleaning before the school can reopen, which can take anything from 24 hours to several days and cost in the tens of thousands.

"The IEU supports NSW Education Minister Sarah Mitchell's COVID-safety guidelines for students starting

Kindergarten, Year 1, Year 2 and Year 7, released on Monday 18 January," Northam said. "But these guidelines should be extended to include priority vaccination of all school staff to ensure smooth delivery of education in 2021."

International opinion

The IEU's call is echoed internationally. The United Nations Educational, Scientific and Cultural Organization (UNESCO) and Education International (EI), a global federation of teachers' unions, has already called on governments to consider education staff as a priority group for vaccination.

"Schools are irreplaceable – re-opening schools and education institutions safely and keeping them open as long as possible is an imperative," said UNESCO chief Audrey Azoulay and EI General Secretary David Edwards in a joint media release. "School closures had adverse social and economic consequences on societies at large."

They noted that more than 100 million teachers and support staff worldwide had been impacted by disruptions to schools during the pandemic so far. "Without calling into question decisions on other priority groups, we believe that teachers and education support personnel must be considered a priority group," they said.

Continued on page 2

AIS stalls on salaries while some schools STEP UP

Mark Northam
Secretary



The Association of Independent Schools (AIS) has indicated it is uncertain about pay increases for this year. Further, the union understands the AIS doesn't intend to visit schools until March/April to determine pay rates for 2021.

April is too far away to achieve what teachers, support staff, principals and business managers and budgets require – certainty and predictability. The AIS not knowing takes us nowhere.

How did we get to this position?

The AIS commenced bargaining for a new multi-enterprise agreement (MEA) in late 2019. Following a six month pause in the bargaining, the AIS finally agreed to recommence negotiations with the union.

Meetings were held between the union and the AIS on 5 November, 24 November and 17 December 2020. Further meetings are scheduled for 15 February, 15 March and 29 March. A central position on salaries for 2021 has not been determined by the AIS. IEU members have had to approach schools directly to find out about intended pay rises.

What's next?

The union accepts that the student

census in week three of February will provide firm student numbers upon which federal government funding is based. School budgets stem from the census figures. It is critical that union members in schools where offers of less than 2% have been made, meet as a chapter and seek pay parity. Union organisers are available to assist in convening meetings and moving endorsed motions forward.

"The vast majority of independent schools were lavish in their praise of how their staff managed and responded to the COVID-19 pandemic. And rightly so. The missing dimension is pay outcomes in line with Catholic, Christian and government schools."

Continued on page 2

Contents

News

1, 3, 6, 7, 9, 10, 14

Features

2, 5, 8, 11

Reports

1, 3, 4, 6, 7, 8, 9, 13

Member stories

8, 11, 13

Member benefits

2, 9, 14, 15, 16

Letters to editor

12

International

12, 13

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Continued from page 1

VACCINATE TO EDUCATE: Add school and early childhood staff to priority groups

In the United States, the Center for Disease Control and Prevention has classified school staff as “frontline essential workers” for vaccine priority. The Chief Medical Officer for Practice Innovation and Paediatric Infectious Disease at Stanford Children’s Health in California, Grace Lee, sat on the committee that drew up the recommendations. She said they put education workers so high on the list because of concerns about the social and academic effects of prolonged school closures.

“My worry is that some children are being left behind, and that we need to really be able to make sure that there is the opportunity for everyone to be educated,” Professor Lee said.

In the UK, the four Children’s Commissioners have similarly requested prioritising teachers for vaccination. As teachers and support staff know, schools and early childhood centres not only teach children, they also provide mental health and social support.

“It would be a vital first step in limiting the devastating impact of the pandemic on children’s rights this year, which may well

Teachers lobby to be in COVID-19 vaccine priority group

Sarah Lansdown

TEACHERS and support staff at schools and early childhood services should be added to the priority group of critical workers for vaccination against COVID-19, the union for teachers in independent schools says.

Independent Education Union of Australia NSW/ACT branch secretary Mark Northam said educators should be vaccinated in at least the second phase of the vaccine rollout in order to keep schools operating



Mark Northam

in 2021. “The reason we are advocating for our members on this issue is teachers and support staff in 2020

did a sterling job in keeping schools open,” Mr Northam said.

“The communities that they serve recognise that and they don’t want education to be disrupted.”

Under Australia’s COVID-19 vaccine national rollout strategy, phase one will include quarantine and border workers, front-line health staff and aged care and disability care staff and residents.

Critical and high-risk workers including defence personnel, police, firefighters, emergency services and

meat-processing workers form the second part of phase one.

This stage of the rollout will also target the elderly, people with underlying conditions and other health-care workers.

The first part of phase two encompasses adults from 50 to 69 years old, Indigenous adults and other critical and high-risk workers.

Priority groups were based on advice from the Australian Technical Advisory Group on Immunisation.

The Department of Health

was contacted for comment.

Mr Northam said it was not about teachers jumping the queue or going against medical advice but trying to avoid learning losses caused by outbreaks in schools.

He said vaccinating teachers would not prevent a shutdown if a student came to school infected but it would help make sure adults delivering the education didn’t become seriously ill.

Since the onset of the pandemic in Australia, more than 50 NSW schools and almost 20 early learning

centres have had to close because of a confirmed case.

In the ACT, Lyneham High School briefly closed after a student was diagnosed in March last year.

Mr Northam said schools could play a role in educating their communities about the vaccine rollout.

On Monday, the NSW Education Minister Sarah Mitchell announced a change to restrictions so that parents of kindergarten, year 1, year 2 and year 7 students would be allowed on school grounds for the first day of school.

have consequences for years to come,” the Children’s Commissioners said in a letter to the UK’s Chair of the Joint Committee on Vaccination and Immunisation.

Proof is in the policy

While the full details of Australia’s vaccination policy are still being finalised, the first group will rightly include: frontline health workers; aged care and disability care workers; residents in aged and

disability care; and quarantine and border officials. The second group is reported to be elderly people and Aboriginal and Torres Strait Islander people over the age of 55.

“Let’s add teachers and support staff to the priority list,” Northam said. “The union will lobby the relevant ministers on behalf of its members for school and early childhood staff to be prioritised for vaccination. It’s in the national interest to minimise disruption to families in 2021.”

Continued from page 1

AIS stalls on salaries, while some schools STEP UP
Schools paying 2% or more

Abbotsleigh Senior School
Al Zahra College
All Saints Grammar Secondary
The Anglican School, Googong
The Armidale School
Arndell Anglican College
Ascham School
Aurora Steiner School
Barker Senior College
Biala Special School
Bowen College, Youth off the Streets (YOTS)
Burgmann Anglican School
Byron Community Primary School
Canberra Girls’ Grammar, Junior Campus
Canberra Girls’ Grammar, Senior Campus
Canberra Grammar School
Central Coast Grammar School
Claremont College
Craig Davis College (YOTS)
Danebank School
Eden College (Koch Centre for YOTS)
Elouera Special School
Emanuel School
Hunter Valley Grammar School
Inaburra School
Inner Sydney Montessori School
Kambala Girls School
Karuna Montessori Preschool
Key College, Chapel Campus, (YOTS)
Kincoppal-Rose Bay School of the Sacred Heart
Kinross Wolaroi School

Knox Grammar School
The Lakes College Blue Haven (YOTS)
Lindisfarne Anglican Grammar Primary
Loreto Kirribilli
Macarthur Anglican School
Macquarie Anglican Grammar
Malek Fahd Islamic School
Mamre Anglican School
Meriden School
Monte Sant’Angelo Mercy College
Montgrove College
Mount Annan Christian College
Newcastle Grammar School
Newington College
Northside Montessori Preschool
Nowra Anglican College
Oran Park Anglican College
Orange Anglican Grammar School
Pacific Coast Christian School
Pacific Hope School
Pacific Valley Christian School
Penrith Anglican College
Pittwater House Grammar School
Presbyterian Ladies College, Croydon & Armidale
Pymble Ladies’ College
Queenwood School
Radford College
Ravenswood School for Girls
Reddam House, Senior School
Redfield College for Boys
Richard Johnson Anglican School

Roseville College
Rouse Hill Anglican College
Sathya Sai Primary School and College
SCEGGS Senior and Junior School Redlands
SCEGGS Darlinghurst
Scots All Saints Bathurst
Shellharbour Anglican College
Sherwood Hills Christian School
Snowy Mountains Grammar School
St Andrew’s Cathedral School
St Catherine’s School
St Euphemia College
St Luke’s Grammar School
St Mark’s Coptic Orthodox College
St Mary and St Mina Coptic Orthodox
St Mary and St Mina Coptic Christian
St Paul’s College
St Peter’s Anglican College
St Stanislaus College
Sydney Montessori School
Tangara School for Girls
Thomas Hassall Anglican School
Valley Hope School Townsend
William Clarke College
Wollemi College
Wollondilly Anglican College
Woodbury Autism Education and Research

To this end, IEU members in AIS schools have had a lot of contact with their organisers. Member concern at being ‘left behind’ is valid

Catholic systemic schools and state school have been in receipt of a 2.28% since the first full pay period in January. Christian Schools Australia (some 46 schools) are paying 2.3% from 1 February 2021, 2022 and 2023. The AIS Christian Schools Agreement is paying 2.3% on 1 February 2021, 2022 and 2023. Seventh Day Adventists, Greater Sydney Conference, are in receipt of 2.5% from 1 January.

Members’ action at school level has resulted in more than 90 schools indicating (in writing) they will pay 2% or better from 1 February 2021.

The vast majority of independent schools were lavish in their praise of how their staff managed and responded to the COVID-19 pandemic. And rightly so. The missing dimension is pay outcomes in line with Catholic, Christian and government schools.

Research undertaken by Associate Professor Rebecca Collie at UNSW based on 325 teachers’ responses found that “the COVID-19 pandemic placed teachers in a situation likely to increase the challenges they already faced, potentially heightening the risk of negative personal outcomes, such as illness and exhaustion.”

Associate Professor Collie went on to explain that “school leaders and senior teaching staff can promote teachers’ initiative and empowerment by encouraging their participation in decisions and making general efforts to support them in their work.” A key ingredient of ‘support’ for teachers is ensuring that pay increases are commensurate with other sectors.

Some 90 schools have stepped up and backed their teachers and support staff by providing pay increases from 1 February 2021 of 2% or more in one or two instalments. The MEAs expire on 31 January 2021 but remain in force until agreement is reached for a new MEA. The union will provide regular updates to members.

The IEU website has a ‘map’ of pay outcomes for independent schools. Please check the schools in your area. IEU organisers can provide details of the funding your school receives from the

#UnionGoals for 2021

At the IEU, we're always fighting for a better future. Here our executive and officers share their wish lists for 2021.

Mark Northam Secretary, IEUA NSW/ACT Branch
My hopes for 2021:

- that legislated superannuation increases proceed in July
- that pay increases for Catholic systemic support staff (commensurate with Public Service Association increases for support staff in government schools) are successfully negotiated
- that the Association of Independent Schools steps up and rebuilds the multi-enterprise agreement
- that overseas students can return to English colleges
- that our Equal Remuneration Order case for teachers in early childhood comes to fruition and our partnership with Thrive by Five (reforming Australia's early learning system) flourishes, and
- and finally, that COVID-19 vaccinations proceed safely and swiftly.

Pam Smith Assistant Secretary
I hope to see greater workplace justice, equity and inclusion for our members in their workplaces and beyond. Hopefully 2021 will bring a successful outcome in our Equal Remuneration Order case for early childhood teachers and also that support staff in schools gain the recognition and remuneration they deserve.

Jeff Pratt Organiser
My hopes for 2021:

- that support staff are finally recognised for their multi-faceted roles and their wages and conditions are lifted to reflect their expanding responsibilities, and
- that more people realise the importance of being in a union and join the collective voice we need to challenge what is unjust.

Marilyn Jervis Organiser
I hope Scott Morrison calls an early election and Labor wins!

Dave Towson Organiser
My hopes for 2021:

- that the government matches its rhetoric on the value of workers with a commitment to award fair and decent pay rises
- to visit chapters in person and get to know the reps and members across the North West and Central West Sub Branches
- that more and more support staff join their union and the IEU's campaign for wage parity with their counterparts in government schools is successful
- that members in independent schools engage in campaigns for proper pay rises to address work intensification and to secure a new multi-enterprise agreement
- that members in those independent schools that are not party to a union-negotiated agreement work with their IEU Organiser to rectify this
- that worldwide carbon emissions trend downward at an increasing rate.

Lyn Caton Organiser
I hope that the national union movement will unite and rally to defeat the looming omnibus legislation – it poses a major threat to workers' rights across Australia. Together we stand strong.

Michael Wright Industrial Officer
I hope some of the more backward employers in the non government sector will embrace the role of the independent umpire (the Fair Work Commission) in settling disputes with employees (as represented by the IEU). To do otherwise lets disputation in the workplace fester and foments distrust.

Sue McKay Organiser
I returned to work in January to find that NSW Treasurer Dominic Perrottet had awarded the CEO of iCare, the state's embattled workers' compensation insurer, a massive pay rise of \$120,000 – while nurses, paramedics, teachers and other public sector workers are subject to a pay freeze or minimal increases. My hope is that these workers gain the recognition they deserve.

James Jenkins-Flint Organiser
I hope to develop the relevance of the union in the minds of members, and that membership density will further increase and members will see the power they hold as the collective.

Berna Simpson Organiser
I'm hoping that the amazing people working in schools and in the early childhood sector who went above and beyond to carry out effective COVID-19 responses in education in 2020 are able to use their new skills, experiences and perspectives to better contribute to decisions about their work and education in general.

Patrick Devery Professional Officer
The unwarranted and unreasonable limitations imposed by NESA's revised professional development and accreditation policies will prove challenging for schools and systems. The IEU will work hard to ensure teachers and support staff continue to receive high-quality, relevant PD that doesn't add to their workloads.

Lubna Haddad Organiser
I hope to see Australia's moral compass return so we can heal the pain of our First Australians, respect our elders, protect our children, shelter our homeless, nurture our environment and welcome those who need our help. As a union organiser I will continue fighting for our members and ensuring their professionalism, health and safety are at the forefront of school and government decision making.

Helen Gregory Teacher Exchange Coordinator
I hope the IEU's teacher exchange program to the United States and Canada may survive and thrive by 2025.

Tell us your goals for 2021 and we'll print them in the next edition of *Newsmonth*, email monica@ieu.asn.au

By the numbers

The IEU is a strong and growing union of teachers in early childhood education, primary schools and high schools, support staff of all kinds and student teachers. As of January 2021, we have a total of 32,267 members in NSW and the ACT.

Teachers: 26,868 (Jan 2020: 26,113)
Support staff: 4825 (Jan 2020: 4521)
Trainees and apprentices: 4
Students: 570

The figures above also include:

First-year-out teachers: 344

Principals: 577

Teachers in English Language Colleges (ELICOS): 313

Teachers in early childhood centres: 1261

Catholic Education Office staff and education consultants: 581

The IEU always welcomes new members. Please encourage your colleagues to join the union that represents the industrial rights and professional interests of employees in the non-government education sector.

Union members earn more money

Numbers don't lie: Here's why union membership is good for you.

The latest data from the Australian Bureau of Statistics (ABS) shows that it pays to belong to a trade union.

The good news

Across all professions and levels, from management to labourers, median weekly earnings for employees who are trade union members in their main job were \$1450 per week, compared with \$1100 for employees who were not in a union (see table).

These ABS stats also show that the typical trade unionist is female, professional and degree qualified. Women now make up a greater proportion of trade union members (55 percent) than men.

Teaching and education is the mostly highly unionised profession, with membership at 31 percent. Union membership is at its lowest – 10 percent – among people with non-school qualifications.

The greatest proportion of union members is among professionals, who make up 21 percent of union membership. The next two biggest groups are

community and personal service workers at 18 percent and machinery operators and drivers at 17 percent.

Of trade union members, only 8 percent are casuals.

The not-so-good news

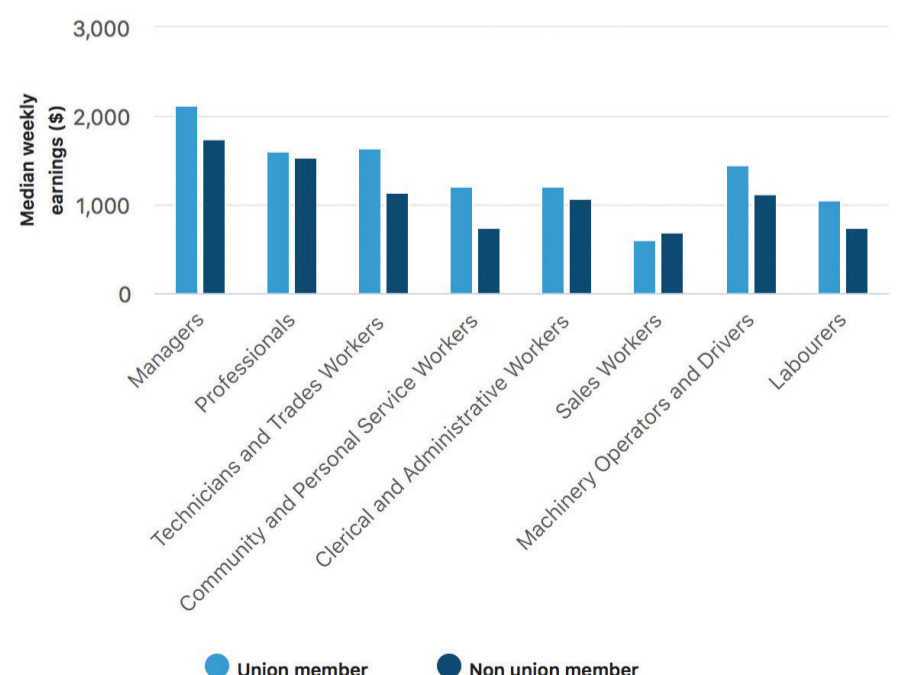
Since 1992, the proportion of employees who are members of a trade union has fallen from 40 percent to 14 percent.

Trade union membership tends to increase with age. In August 2020, only 5 percent of employees aged 15-19 years and 6 percent of those aged 20-24 were trade union members. This increased to 23 percent for employees aged 55-59 and 25 percent for employees aged 60-64.

With 1.4 million members in Australia overall, trade unions are still a force to be reckoned with. But to ensure a fair future for workers, younger people need to be educated about the union movement and what it has achieved – and still can – for them. We all need to encourage young people to join trade unions.

Sue Osborne Journalist

Median weekly earnings, by union membership in main job



Source: Australian Bureau of Statistics, Trade union membership August 2020

New Catholic systemic agreement includes pay rises and disaster and domestic violence leave

Following a resounding 'yes' vote by systemic schools staff, the NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020 was considered and ratified by the Fair Work Commission on 14 January 2021 and came into effect on 21 January 2021.

In addition to the 2.5% pay rise that was paid to teachers in NSW and support staff in all dioceses, with back pay to January 2020, there will be a pay rise of 2.28% from January 2021. For teachers in the ACT, a 3% pay increase was paid from July 2020, with further increases of 3% in July 2021 and 1.5% in July 2022.

The agreement also contains two new types of leave – natural disaster leave (five days per annum) and domestic violence leave (10 days per annum, in addition to personal/carer's leave).

The most significant improvement in the rules applying to teacher classification is that up to 12 months of a period of parental leave will now count as service in terms of salary progression. This change will apply to leave commencing on or after 1 January 2020.

A small number of teachers employed prior to 2014 may not yet have transferred to the standards pay scale – this will now occur from the start of 2021 under the new agreement.

You can download the official Fair Work Commission version of the new agreement by using this link: <https://www.fwc.gov.au/documents/documents/agreements/fwa/ae510098.pdf>

Michael Wright Industrial Officer

Working party to examine role of support staff

A recent meeting was held between the union and Catholic Commission on Employment Relations (CCER) to map out the workings of the Catholic Systemic Schools' Support Staff Working Party.

Tentative dates for the initial meeting are scheduled for February, with the timetable of further meetings to be established at that time. The working party will undertake its work during Terms 1 and 2, 2021.

The Terms of Reference provide for a total of 10 people to be appointed to the working party. The CCER will have four representatives from across the 11 dioceses and an officer from the CCER as standing members. They will confirm the individual appointments over time.

The Union is proposing to appoint two industrial officers, a representative of the Branch Executive and two nominated representatives as standing members of the Working Party.

It is anticipated the meetings will be organised around the occupational groupings, with the working party undertaking direct consultation and input from representative employees and others at its meetings.

Prior to the initial meeting, the union and CCER will develop an agreed briefing paper and other material for the members of the working party.

The consultations and work that has been undertaken by our members to date is an essential component in this process. It allows for the nature and extent of the work undertaken in school administration and learning support roles to be fully appreciated.

If you would like to discuss how you can participate, please contact your organiser or email Carolyn Moore: carolyn@ieu.asn.au

Government \$\$\$ for tutors gets under way

Carol Matthews
Deputy Secretary



The IEU welcomes the tutoring program for disadvantaged students, and we support the involvement of teachers at every stage.

Members may have seen in the media in late November last year a decision by the NSW Government to provide \$337 million in special funding for both government and non-government schools to offer tutors for children disadvantaged because of the disruption to their schooling caused by COVID-19. Funding guidelines are expected to be finalised in coming days.

The funding will cover a 12-month period and can be used at any time from Term 1 to Term 4 2021. Learning support will be provided to small groups of between two and five students. Both primary and secondary schools are included in the scheme.

Of the total NSW funding of \$300 million, Catholic schools will receive about \$20 million and some independent schools may also be eligible. Schools will be eligible if they have more than 15 percent of students in the lowest socio-economic quartile.

The union understands that 252 Catholic systemic schools will receive funding – about 45 percent of all systemic schools in NSW. Each school will then determine which students receive the assistance, focusing on the lowest socio-economic quartile.

“Priority for tutoring work should be given to casual teachers currently employed at a school or current part-time teachers who are seeking additional work.”

Who will be tutors?

The NSW Minister for Education and Early Childhood Learning, Sarah Mitchell, has stated that it is intended that casual and retired teachers, final-year teaching students and university tutors could be employed as tutors.

The union wrote to the key NSW non-government school employer organisations in November last year asking about

implementation of the scheme in their schools, including pay rates that would apply to the work. At this stage, only the Catholic Commission for Employment Relations has replied.

The union believes priority for tutoring work should go to casual teachers who are already known to the school and its students or part-time teachers who are seeking more hours. Existing enterprise agreements will apply.

Union perspective

The union believes classroom teachers should be integral to implementing the program by identifying the students most in need of assistance and in having a say about the focus of the tuition.

There should be close collaboration between the classroom teacher and the tutor and release time should be provided to the class teacher to allow for this.

Details about the form of delivery still need to be finalised, for example: At what times will tutoring be conducted? How will it work in secondary schools?

We will keep members informed as more details are worked out.



TIME CAPSULE

Each issue, we delve into our *Newsmonth* archives to uncover what stood out in the union, the education sector and the teaching profession, as well as politics and culture. Here we wind the clock back 30 years to 1991.

As 1991 began, Bob Hawke was Prime Minister of Australia (Paul Keating became PM in December) and Nick Greiner was NSW Premier. Much was afoot.

In January, Australia sent troops to the first Gulf War and thousands marched in protest; Anglican Bishop Peter Hollingworth was named Australian of the Year; and the Piano Man himself, Billy Joel, arrived in Sydney to begin a national tour.

It was the International Year of Indigenous People. As the year progressed, *The Silence of the Lambs* took out Best Picture at the Academy Awards; Nigerian author Ben Okri was awarded the Booker Prize for *The Famished Road*; Midnight Oil's *Blue Sky Mining* took out the ARIA for best album and the Penrith Panthers won the rugby league premiership.

At the Independent Teachers' Association (which became the IEU in 1994) Dick Shearman was General Secretary and Patrick Lee was Deputy General Secretary. The ITA in NSW had about 15,000 members in 1991; in 2021 the IEU NSW/ACT Branch boasts 32,267 members.

Equal employment opportunities

"Towards the end of 1990, several women contacted the ITA disgruntled at having missed out on promotion once more, wrote then organiser and the union's first women's officer, Laura Wright, who is now CEO of NGS Super. One woman, who was unsuccessful in an interview for a promotion, was told she had been "too aggressive and overconfident".

Wright disparaged the tiresome "entrenched attitudes" that rejected assertiveness in women but rewarded it in men. Award changes in 1989, a result of union pressure, put the onus on the employer to "provide necessary training to ensure that attitudinal bias does not interfere with appointing the best person for the job".

Wright encouraged members to establish a committee at their school to examine promotions and ensure women were represented on all school committees. The union and its members were frustrated that this issue persisted in the 1990s. How is it tracking in the 2020s?

Teachers

Thirty years ago, the federal Education Minister was John Dawkins then Kim Beazley, and Virginia Chadwick was the NSW Education Minister. The top pay rate was

\$39,000. Super was set at 3 percent; it has since been legislated to rise to 10 percent in July 2021. The US-led war in Iraq (predicated on Iraq's invasion of Kuwait in August 1990), led to rising intolerance in Australia, culminating in the firebombing of a mosque in Rooty Hill, in Sydney's west, in January 1991. The union condemned the attack, and students and staff at Catholic schools sent a letter of support to Malek Fahd Islamic School. "We are confident that teachers in all schools, regardless of their religious and cultural affiliations, will promote tolerance and understanding," General Secretary Dick Shearman said.

Teachers noted the "pervasiveness of war in the curriculum" and recognised their "special responsibility to inculcate values of peaceful resolution of conflict".

"We are confident that teachers in all schools, regardless of their religious and cultural affiliations, will promote tolerance and understanding."

Release from face-to-face teaching was unheard of as 1991 began but was high on the agenda. "A petition calling for this issue to be given priority by the CEO [Catholic Education Office] was circulated among primary schools and received near unanimous support," wrote Organiser Jenny Hannah. The ITA campaign yielded one hour per week for Catholic primary schools. In the Work Place Practices in Primary Schools agreement 2009 to 2011, it was 90 minutes per week in 2009, increasing to 105 minutes in 2010 and two hours in 2011.

Enterprise bargaining was legislated in NSW. The ITA advised members to consult with it before negotiating with employers. "The ITA is not opposed to enterprise agreements as such," wrote ITA General Secretary Dick Shearman. "However, it should be noted that some employers will attempt to use this legislation to remove

long standing award provisions that protect our members' salaries and working conditions. This must be resisted by union members."

Early childhood education and care

Pay rises were on the way in a notoriously undervalued sector. Intense union campaigning led to a decision in late 1990: a 4 percent increase to three-year and four-year trained teachers with additional steps on the scale from February 1991; and a further 4 percent increase for long day care teachers from 1 October 1991.

"These increases for early childhood teachers represent a significant victory for the union and its members," wrote the union's then Vice President, Early Childhood Services, Mary Crimmins. "The increases mean that early childhood teachers in NSW will be the highest paid in Australia."

In a separate column, Crimmins noted the "tremendous amount of work the officers and staff at the ITA" had put into these cases. "In order for the best programs to be implemented, it is necessary to have highly qualified staff and they must be paid accordingly," she wrote.

ELICOS

In 1991, the English college sector was emerging from a turbulent year, wrote organiser Nareen Young. Plummeting enrolments meant many colleges closed or went into liquidation. The colleges blamed the Federal Government's visa restrictions; the Federal Government said employers needed to lift their game and applied stronger regulation. Many students claimed the colleges were withholding money intended for their living expenses.

Little wonder 1991 was the year the union "consolidated its position as an industrial and professional force in the ELICOS industry", having established the English Colleges Branch in 1990.

"We should enter 1991 in the sincere hope that the ELICOS industry will not continue on the same path that it was on last year," wrote Young. "We hope it will stabilise and that at least teachers will be able to breathe a sigh of relief and get on with their careers safe in the knowledge that they are working in a secure, viable industry."

In 2021, in the face of a global pandemic, the IEU holds the same hopes for its ELICOS members.

Monica Crouch Journalist; **Dave Towson** Organiser

COVID-19 PANDEMIC

PRESENT TENSE

The pandemic – a disaster for our industry

Welcome back to another year of Present Tense, your IEU eye on the post-secondary education sector. The big story to start the year is the one that dominated 2020: the COVID-19 pandemic, and the associated fallout.

It is no secret that the pandemic has cut a huge swathe through the international student market in Australia (and elsewhere), with student numbers plummeting, jobs being cut, and colleges across the country closing their doors. It has been nothing short of a disaster for the industry, and for the 130,000 people across the nation who make their living from it, and the bad news is probably not over yet.

The magnitude of the collapse has been staggering. In October, 2019, some 51,000 international students (both new and existing) arrived in Australia; in October 2020, that number was in the low hundreds, a more than 99% drop. In many cases, it has only been the lifeline of the Federal Government's JobKeeper program that has kept colleges open.

The main reason for this, of course, has been the closure of Australia's international borders, closed tight since March last year, and not likely to re-open any time soon. Officially, the borders remain closed until March, but in late January, Australia's Chief Medical Officer, Paul Kelly, suggested that border restrictions may be "one of the last things to change".

But there are signs of hope. Most notably, the roll out of vaccination programs in Australia and across the world will hopefully break the back of the pandemic, and allow society to cautiously re-open sooner than might have been the case without it. In the meantime, various governments are looking into programs to slowly return international students to Australia – the NSW Government is floating a plan to allow institutions to arrange for students to quarantine in a similar way to returning citizens, and this may yet come to fruition in the next few months.

Most providers remain hopeful that international students will be able to start returning to Australia in numbers in the second half of 2021, though such has been the fast-moving nature of developments during the pandemic, this time frame may yet be brought forward, or blow out. Either way, it's likely that this year will remain a testing time for the industry, with the hope that things will be improving by next summer.

IEU membership

There has never been a more important time to support your union. Please ensure that your IEU membership is up to date, and encourage your colleagues to join. The IEU has strict rules on giving assistance to non financial members, or

to new members with a pre-existing issue. Just as insurance companies won't insure your house the day after it burns down, similarly, the union may not be able to assist you if you join only after a problem arises.

The IEU offers significant discounts for casual and sessional staff in the post secondary sector, of over 50 per cent of the full time rate. The typical cost of membership for an ELICOS teacher is \$24 per month, while casual teachers only working intermittently might pay as low as \$13.90 per month (and union fees are tax deductible).

Nearly all types of IEU membership still attract the same level of service from the union, including industrial assistance and advice, consumer benefits, and access to knowledgeable officers ready, willing and able to help you: ieu.asn.au/member-benefits

People can join the IEU over the phone (8202 8900), via email (membership@ieu.asn.au), or online (ieu.asn.au/join-page), so get your colleagues to join today, and find out how the IEU can assist in your workplace.

Kendall Warren Organiser

Expensive childcare holding working women back

A new report confirms unaffordable childcare is a significant barrier to Australian women participating in the workforce, according to Amanda Rishworth, Shadow Minister for Early Childhood Education and Development.

Chamber of Commerce and Industry WA has released a report that finds too many Australian women are locked out of working, or working the hours they want, due to the cost of childcare.

Australian women are much more likely to work part time than in comparable OECD countries and we have one of the highest rates of female involuntary part-time employment in the OECD.

The report echoes Labor's argument that the current system means second income earners, usually women, often receive no financial gain from working more than three days in the week.

As one example, the report states that in a household where both parents have the potential to earn \$60,000 per year full-time, the second income earner would be working for about \$2 per hour on the fourth day and nothing on the fifth day.

The report highlights the significant boost to our economy that could come from making it easier for women with young children to re-enter the workforce and work more hours.

Labor knows the current childcare system is broken. That is why Labor has a plan for cheaper childcare, which will:

- scrap the \$10,560 childcare subsidy cap, which often sees women losing money from an extra day's work
- lift the maximum childcare subsidy rate to 90 percent, and
- increase childcare subsidy rates and taper them for every family earning less than \$530,000.

The Productivity Commission will also conduct a comprehensive review of the sector, with the aim of implementing a universal 90 percent subsidy for all families. The ACCC will design a price regulation mechanism to shed light on costs and fees, and drive them down for good.

Labor's plan for cheaper childcare will reward working families and allow more second income earners, usually women, to work more and contribute to our economic recovery.

Labor, families, business groups, economists and the early learning sector know that affordable, high quality childcare is vital for children, parents and our economy – so why won't Scott Morrison listen?

Welcome to the new world

Welcome back to the New Year. Let us hope that in 2021 we can all stay safe and that the year ahead is less stressful for us all as we enter our new normal.

This time last year I was talking to a friend whose son works in the UK in a big financial institution – and I asked her what his view of the economic world was in the foreseeable future considering what was beginning to happen with COVID-19 around the world. He said the world will never be the same again! Of course, we had no idea what was ahead of us and the impact it would have on the world, but he was right – the world will never be the same again.

I am in awe of early childhood teachers who navigated their way through the most difficult year we could have imagined. The rules changed every day and we were given little support or guidance by the department. We made it up as we went along. We were considered essential workers but were not treated as such or supplied with the PPE, given guidance and support or the policies and protocols we needed. We were some of the first to lose JobKeeper – but we kept on as we always have on low pay, with poor conditions and little support except from our union and other peak bodies.

The one good thing was free early childhood education which certainly benefitted families and children in these difficult times. However, it was not an ideal system for many service types, and they suffered financially through this. Teachers lost hours and pay. Enrolments declined. The diversity of our service types will always be a challenge but more consultation with the sector would certainly help. We still don't know what the future holds in regard to long term funding.

More support from our funding bodies and more information about what to expect in 2021 and beyond is needed.

The IEU has recently called for teachers to be considered frontline workers and to be among the first to receive the COVID-19 vaccination. If this happens it would certainly be a positive message to us that what we do is considered vitally important and that our work has meant that other essential workers can continue to do their jobs and keep Australia moving forward.

I wish you all the very best for 2021 – and please know that the IEU is supporting you all the way.

Gabrielle Connell ECS Vice President

Proficient early childhood teachers:

How to maintain your accreditation



“Members have indicated that the amount of funding offered to individual preschools has been woefully inadequate.”

As 2021 begins, Organiser Lisa James unpacks the matters crucial to the sector. In November 2020, NESAs announced changes to its Maintenance of Accreditation procedures for 2021:

For teachers whose maintenance period is due to finish on 17 July 2021 (you were already a teacher in July 2016 and your status with NESAs states you are employed full time), NESAs has advised you can finalise your maintenance any time between 17 February 2021 and 17 January 2022.

If your NESAs status states you are employed on a part-time or casual basis, your maintenance period should finish on 17 July 2023.

NESAs has confirmed that the basic requirements, including completion of 100 hours of professional development and completing a declaration that the Teacher has maintained their practice as per the Australian Professional Standards for Teachers (APST), will remain. It is important to familiarise yourself with these requirements: bit.ly/3iZWtzR

Early childhood teachers accredited under 2016 transition arrangements (all early childhood teachers who were employed as teachers before the introduction of accreditation) will be covered by new the new transition arrangements: bit.ly/3cdRgTL

NESAs's recommendation is that these teachers should continue working towards completing their 100 hours of professional development as per the Maintenance of Accreditation Policy. NESAs has assured the IEU that no teacher will be disadvantaged by the new process.

Professional development

As of 2021, the only professional development that will be NESAs accredited must be those in the priority areas of:

- delivery and assessment of the curriculum (Early Years Learning Framework)
- student/child mental health
- students/children with a disability
- Aboriginal education/Supporting Aboriginal students/children.

You can find out more on Accredited and Elective professional development here: bit.ly/3cuDWuv

NESAs has confirmed that any professional development you complete and log (both NESAs Registered and Teacher Identified) prior to 5 February 2021 will still contribute to the required 100 hours of PD for the purpose of maintaining accreditation.

Find us on Facebook

The IEU is aware that some posts on Facebook about teacher accreditation have been misleading. Our early childhood Facebook group is exclusively for members and is a useful source of accurate information vetted by our early childhood team. We invite you to join this group: facebook.com/groups/IEUECTeachers/

Pay rises and free preschool

In November 2020, the NSW Government announced \$120 million in additional funding to community and mobile preschools to provide free preschool to families in 2021.

Unfortunately, members have indicated that the amount of funding offered to individual preschools has been woefully inadequate – several preschools have stated they anticipate a deficit for 2021 of between \$50,000 and \$100,000. A few preschools say they may not still be in operation by 2022 unless their funding is increased.

The IEU is aware that some management committees have sought to delay pay increases they had previously agreed upon. If pay increases are contained in an enterprise agreement, they are legally binding and we recommend you contact the union if this issue arises at your preschool.

In preschools where the enterprise agreement has reached its nominal expiry date, no further increases are guaranteed and existing rates of pay may continue providing they do not fall below the award.

Preschools that do not offer 'free preschool' to families will not be able to access any of the \$120 million in funding. While preschools may continue to charge fees by 'opting in' to receive free preschool funding, families are extremely likely to remove their child and enrol them in a nearby preschool that does offer fee-free preschool in 2021.

This means the viability of preschools is being challenged in multiple ways. One preschool director suggested that if all the preschools in their local area refuse the funding and continue charging fees, they would avoid a situation in which some preschools are 'fee free' in 2021 and others charge fees; however, none of the other preschools they approached agreed to this.

Given that management committees are made up of parent volunteers, it is hardly surprising they are committed to implementing free preschool.

Lisa James Organiser

Renewal of your NSW Working With Children Check

A NSW Working With Children Check (WWCC) clearance is valid for five years. You are able to renew your WWCC from three months before it expires.

All persons holding a WWCC clearance and whose contact details are up to date with the NSW Office of the Children's Guardian (OCG), will be contacted by the OCG three months before their WWCC number expires, explaining what they need to do to renew their WWCC clearance number for another five years. The OCG does not send a further reminder.

Renew as soon as possible after the OCG notification, so that your WWCC clearance does not expire before your WWCC renewal is processed.

Union members holding a NSW Working With Children Check (WWCC) clearance are reminded to ensure that all contact details are up to date with the OCG. This includes email contact details, which the OCG frequently uses as its method of communication.

To renew your WWCC clearance or to update your details, please access www.kidsguardian.nsw.gov.au/check. Members can also call the OCG customer service team on (02) 9286 7219.

ACT Working with Vulnerable People Registration

A Public Health Emergency has been declared in the ACT in response to the COVID-19 pandemic.

For those whose Working with Vulnerable People (WWVP) registration expires on or after 16 March 2020, the renewal arrangements have been extended until six months after the formal ending of the COVID-19 Public Health Emergency in the ACT.

Those affected will receive a new WWVP renewal notice after the COVID -19 Public Health Emergency has formally ended in the ACT.

Russell Schokman
Policy Advisor



“This area was seriously affected by bushfires, so it is a great tribute to the community to win something like this.”



VET award a win for team spirit

A school in Kempsey has been recognised for providing excellent vocational education and training (VET) programs to its students, writes journalist Sue Osborne.

St Paul's Catholic Secondary College Kempsey, took out the School Pathways to VET Award 2020 at the Australian Training Awards despite devastating bushfires in the region during this time last year.

The Department of Education, Skills and Employment award celebrates good employment outcomes for students along with community involvement in the program.

VET Coordinator Graham Bramley said the community support for the school's agricultural, construction and hospitality training programs was “phenomenal”.

About 10 percent of students at St Paul's are of Aboriginal or Torres Strait Islander descent. The school receives support from the RSL and other businesses which helps provide equipment for functions, apprenticeships and work experience for students.

Former Principal Kevin Lewis, who left the school after nine years as the principal for a new appointment at the end of 2020, said

eight out of 12 construction apprentices go on to permanent employment following the Pathways program.

Bramley said the school's VET students were in high demand, with many finding their way into agriculture, construction and hospitality industries locally and further afield.

Lewis said the win was a tribute to teachers and support staff who work together to bring the program to fruition.

“Last year I remember standing outside the school and seeing an orange glow on the horizon,” Lewis said. “Some of our students lost properties. This area was seriously affected by bushfires, so it is a great tribute to the community to win something like this.”

An IEU member for more than 20 years, Lewis said working as a team includes having an open and welcoming relationship with IEU reps, and this has always been part of his philosophy at the school.

St Paul's College opened its new trade training centre in 2015 to provide students with the opportunity to study agriculture and related skills relevant to their farming community.

2021

Principals news

Year begins with finalising agreements

“The IEU strongly believes that in these uncertain times, the clarity and certainty provided by enforceable agreements is more important than ever.”

The IEU hopes our principal members had an enjoyable Christmas and we wish you and your school communities a safe and healthy year ahead.

We also hope the COVID-19 pandemic is brought under increasing control so 2021 can proceed as normally as possible for schools after the many challenges of 2020.

Further to the IEU's pre-Christmas principals' update, the NSW/ACT Principals' Enterprise Agreement covering 2020 and 2021 has been approved by the Fair Work Commission; and the EA for Sydney principals has now also been approved.

In the Sydney Archdiocese, the IEU is aware of a range of concerns about principals' contracts. We have been supporting some individual principal members, as well

as writing to Sydney Catholic Schools and to the Catholic Commission for Employment Relations (CCER) about the wording of contracts. These contract issues will be pursued as needed in relation to principals in Sydney and in other dioceses as may be appropriate.

In the independent schools' sector, the IEU is still pursuing multi-enterprise agreement (MEA) negotiations with the Association of Independent Schools (AIS) to achieve agreements for teachers and support staff, knowing that the salaries and conditions of many principals in independent schools are linked to the MEA for teachers.

The IEU strongly believes that in these uncertain times, the clarity and certainty provided by enforceable

agreements is more important than ever. The 2021 IEU Principals Sub Branch AGM will be held via Zoom on Saturday 13 February at 10am. Other Principals' Sub Branch meetings will be held this year on Saturday 1 May; Saturday 7 August; and Saturday 6 November, with details to be confirmed.

The IEU also welcomes opportunities to meet with principals at diocesan or sector levels.

I offer my very best wishes for the year ahead. Please contact the IEU if we can be of support in any way, at any time.

Pam Smith IEU Assistant Secretary and Principals Organiser



Grant sparks quick growth

IEU members and students at Northside Montessori School in Pymble are wasting no time putting their IEU Environment Grant to good use.

The small school (120 students, 30 staff) was one of four to win a grant from the IEU Environment Awards late last year.

The school received \$3000 for a high school program with a strong emphasis on environmental studies, Indigenous studies, food technology, student-initiated micro businesses, art and agriculture, with integrated practical applications within all key learning areas.

Some of the grant has already been used to purchase native plants. Principal Adam Scotney said the plants selected by Year 6 students included finger lime, lemon myrtle, molucca raspberry, native tamarind, native sarsaparilla, midgen berry, native guava and chocolate lily.

Director Margaret Kroeger said: "We're so excited to receive the grant, it's wonderful. We want the students to create the space and own the space. We'll put the grant to good use."

Other grant winners from 2020 who are developing projects this year include:

Broulee Early Learning Centre, Broulee, NSW

The centre received \$3000 to create a self-contained ecosystem and bee hotel on the roof of a purpose-built play space. (More details to come in this year's first edition of *Bedrock*.)

St Mary's War Memorial School, West Wyalong, NSW

The school received \$1500 to create a garden that does not require watering to teach students that an arid climate can still be a functioning one. The garden will also provide a safe and beautiful space to support student and community wellbeing.

St John Vianney Primary School, Waramanga, ACT

The school received \$1500 to produce sustainable wicking beds using upcycled materials for a vegetable garden to support incorporating homegrown food in the school canteen offering. Students will learn to maintain and care for the produce.

"We want the students to create the space and own the space – we'll put the grant to good use."

No matter what obstacles we face, we will step up to the challenge



I trust you enjoyed the Christmas break to recover, relax and rejuvenate for the year ahead. I hope you took the time to head off to explore our beautiful country.

Let's hope that 2021 will be an eventful year and one during which we are able to return to some kind of normality both in our schools and everyday life.

No matter what obstacles we face, I am confident we will step up to the challenges as we did so well during 2020.

We must not become complacent when it comes to following the guidelines to keep both students and ourselves safe and healthy remember that:

- physical distancing for adults is still to be enforced in staff areas and meetings
- wearing of masks is a personal choice for both teachers and students
- students over the age of 12 must wear masks when travelling to and from school and during school excursions by public transport
- hygiene protocols must be enforced in all schools, including washing and sanitising of hands and cleaning all equipment including desks and chairs after each lesson, if students move to another classroom
- schools are expected to provide cleaning equipment and sanitiser for all staff and students,
- field trips, excursions, camps, swimming and other sporting

carnivals can proceed with COVID-19 safety plans in place.

Ask your principal or visit the NSW Health website for up to date information.

Welcome back to staff who have been on exchange, maternity or carer's leave or extended long service leave. Once settled into Term 1, organise a chapter meeting to keep you up to date with issues that are relevant to your sector.

Elect an IEU Rep or take a position on a chapter committee for the year to assist with issues and call meetings when needed.

Best wishes for a great year, follow health guidelines and keep safe and well. I look forward to working for and with you throughout the year.



Alternative ways Australians are affording property

As property prices continue to trend upwards, Australians are finding different ways to enter the property market. Here are several tips on how you can join them.

1. Location

While city living offers plenty of benefits, property prices continue to soar. If you're prepared to compromise, look at outer suburbs and other growth areas. Buying away from popular suburbs can help you build equity over time and grow your overall investment with a smaller investment.

2. Incentives

If you're a first home buyer, each state and territory in Australia offers various incentives that can help you stake a claim in the property market. On top of Federal Government initiatives, don't forget to check with your particular state and territory for other incentives that might apply to you.

3. Off-plan buying

Buying off-plan offers a compromise to building a home from scratch. You can still customise your new home to an extent, but many of the hoops that you would otherwise have to jump through are the builder's responsibility.

You'll still need to do your due diligence to minimise risk, but property that is purchased off-plan qualifies for government incentives and you can even make a purchase with as little as a 5 percent or 10 percent deposit in some cases.

4. Buy to invest

Many first-time buyers are entering the market by purchasing a property that they can rent out. Any rental income can help cover mortgage repayments and the property can also increase in value over time, meaning buyers have more equity when it comes to purchasing their dream home.

We're here to help

Breaking into the Australian property market can seem a little overwhelming for most, but with a little creativity you could be in your new home sooner than you think.

Identify what works for you and your finances. Set long-term strategic goals, and if an alternative method of entering the market will help you achieve those goals, you should consider it.

If you prefer a more traditional route to home-ownership, Teachers Mutual Bank has a range of home loans to suit everyone. For more information, or to apply, go to: tmbank.com.au/home-loans

Our home loan specialists can help you find the perfect low-interest home loan for your situation. No strings attached. No obligations.



Independent Education Union of Australia
New South Wales/Australian Capital Territory Branch
ELECTION NOTICE - E2020/37

Scheduled Election- Branch Council Delegate
Fair Work (Registered Organisations) Act 2009

Nominations are called from the following sub-branches:

Central Coast (5)
Central West (6)
Hunter Valley (6)
Lansdowne (6)
Mid North Coast (2)
North Coast (6)
Northern Beaches (5)
Penrith/Blue Mountains (6)
Riverina (6)
South East (5)

Central Metropolitan (6)
Cumberland (6)
Ku-Ring-Gai (6)
Metropolitan East (6)
Monaro (6)
North West (5)
Northern Suburbs (6)
Principals (4)
South Coast (6)
Southern Suburbs (6)

Nominations, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 09/02/2021.

A nomination form is available for electronic completion on the AEC Portal, www.aec.gov.au/ieb/. However, the nomination form must then be lodged in accordance with the Organisation's rules (see below). Additional forms are available from the Returning Officer.

Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than 4:00pm Australian Eastern Daylight Time (AEDT) on 02/03/2021**.

How to lodge nominations, nominations must be lodged via the following method(s):

By Portal: Australian Electoral Commission Portal, www.aec.gov.au/ieb/

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to IEBnominations@aec.gov.au

PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call 02 9375 6331 to enquire about the status of your nomination.

Withdrawing Nominations

Nominations cannot be withdrawn after 4:00pm Australian Eastern Daylight Time (AEDT) on 02/03/2021.

Voting Period

The ballot, if required, will open on 30/03/2021 and close at 10:00am Australian Eastern Standard Time (AEST) on 30/04/2021.

Scrutineers

The appointment of scrutineers closes at 10:00 am Australian Eastern Standard Time (AEST) on 30/04/2021. A form is available from the Returning Officer for the purposes of appointing Scrutineers.

Other Information

Changed Address? Advise the Organisation now.

Please Note: A copy of the AEC's election report can be obtained from the Organisation or from the Returning Officer after the completion of the election.

Ishtiaq Ahmed
Returning Officer
Telephone: 02 9375 6331
Email: IEBEvents@aec.gov.au
09/02/2021



MEMBERSHIP news

Welcome back! We hope you enjoyed a restful, if not slightly wet, holiday break after a year we'd all rather forget.

Thank you to all our members who have already returned their 2021 renewal. More than 3000 members have taken advantage of our annual discount rate so far. This discount rate is available until 8 February 2021, so you still have time. If you would like to take up the discount but cannot meet the deadline, please contact membership staff on 8202 8900 (press 1). We're here until 5pm daily.

Just a reminder to those who pay through payroll deduction, if you would like to take up the discount rate, you need to advise your employer directly to stop deductions then contact the union to make payment. If you need assistance to renew, we are happy to help. Simply call us direct (see above) or email membership@ieu.asn.au

Your membership fee is based on your working hours or full-time equivalent (FTE) so if this has changed in 2021 please let us know by returning the renewal, call us or email. We offer part-time, casual, unemployed and retired rates, as well as rates for parental leave and leave without pay – but we won't know unless you advise us. To ensure you are not overcharged or under-covered, please contact us to check we have the right information for you.

We also need to ensure your details are up to date so you can vote in IEU elections.

Elections for IEU Council are currently underway and we want to ensure everyone receives notices to vote.

We also want to offer our members the best shopping discounts and lifestyle benefits, so in 2021 we've teamed up with Australia's largest union-owned member benefit program, Union Shopper. With more than 80 different benefits on offer – from whitegoods to insurance – remember to check them out if you're thinking of making a purchase. These are available to you right now, and the IEU will email you in early February with more details and access information.

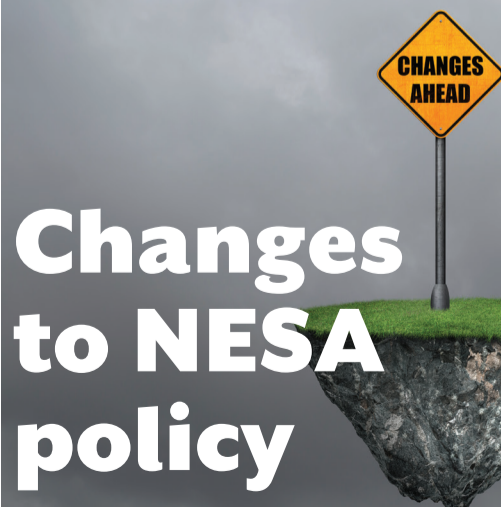
We'll send our annual membership update to Chapter Reps in February. We ask all Reps to take the time to check the details we have for your chapter and return the update. If you are lucky enough to have more than one Rep in your chapter, please work together to complete the form but return only one copy. All Reps who return the update will receive a gift in appreciation for what we hope is a simple and relatively painless task.

We are delighted to report 4413 new members joined the IEUA NSW/ACT Branch in 2020. Taking into account those members who resigned from the IEU (usually due to retirement, career change or a move into the government sector), our branch grew by 2.1 percent in the 12 months to October 2020. Each sub branch and nearly all sectors experienced a growth in membership. We thank all Reps and members who encouraged a colleague to join their union.

Fewer student members joined in 2020 as study went online and we couldn't visit universities. We encourage you to invite prac teachers to join the union – student membership is free.

Thank you for your support. We look forward to working with you in 2021.

Membership Team



Changes to NESA's Maintenance of Accreditation policy come into effect at 5pm on Friday 5 February 2021.

All members are strongly advised to log into their eTams account and ensure their professional development information is up to date. Members should especially ensure:

- all registered PD courses you have completed have been uploaded by the provider
- you have evaluated all the uploaded registered PD courses, and

- you have submitted any teacher identified PD you have undertaken.

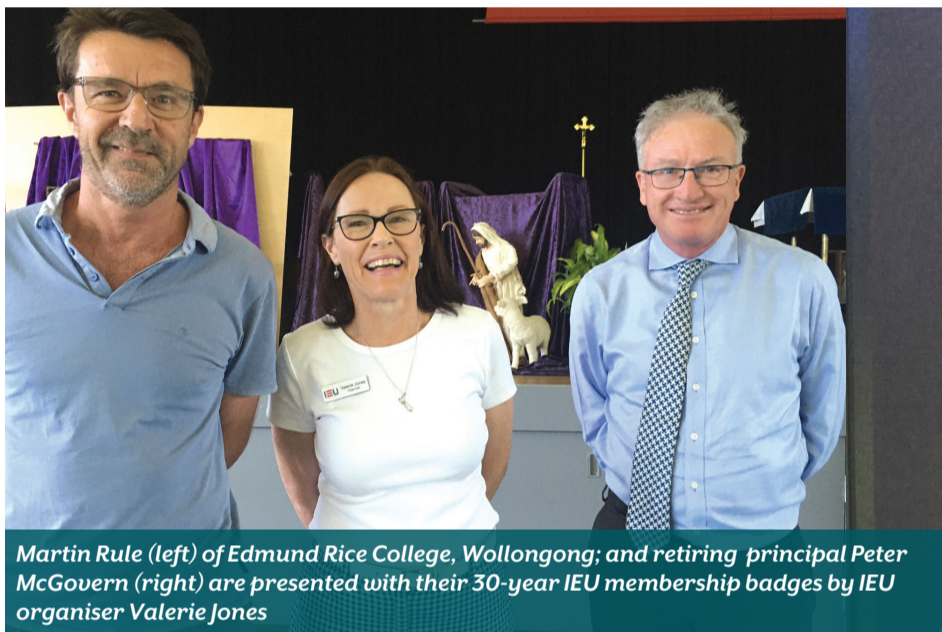
Email pd@ieu.asn.au or give us a call at 8202 8900; for current IEU PD opportunities, see: theieuzone.org.au/index.php/education-pd/pd-2



Maria Maiorana, then principal of St Joseph's Primary School, Enfield, receives her 30-year badge on 10 December 2020



Gail Hakos of St Spyridon College, Maroubra, is presented with her 30-year IEU membership badge



Martin Rule (left) of Edmund Rice College, Wollongong; and retiring principal Peter McGovern (right) are presented with their 30-year IEU membership badges by IEU organiser Valerie Jones



Federal Secretary Chris Watt presents his recently retired wife, Marg Watt, with her 30-year membership badge

Teachers need a say in their work to stay healthy in lockdown

A recent study by Associate Professor Rebecca Collie at UNSW Sydney examined teachers' experiences during and after the pandemic lockdown. She found that teachers were healthier and coped better when school leadership supported teacher initiative and empowerment.

Dr Collie surveyed 325 teachers from across the eight states and territories of Australia in May 2020, using an online questionnaire.

The study comes at a time when concerns are swirling about teacher burnout.

Existing research shows that teachers experience a range of positive outcomes when they believe their schools promote their initiative and empowerment by, for example, encouraging their input, supporting their resourcefulness, and seeking their perspectives. These outcomes include buoyancy (handling the challenges and setbacks of work), lower levels of stress, and lower emotional exhaustion.

"Teachers who are able to effectively overcome adversity at work are able to avoid the physical or emotional load of that adversity, resulting in fewer physical symptoms, less stress related to change, and less emotional exhaustion," Dr Collie said.

The COVID-19 pandemic placed teachers in a situation likely to increase the challenges they already faced, potentially heightening the risk of negative personal outcomes, such as illness and exhaustion.

"During COVID-19, most teachers would have experienced challenges at work, including potential difficulties in rapidly shifting in-class learning to remote

settings, challenges with making online software work effectively for remote learning, setbacks in maintaining a work-home distinction, and difficulties in differentiating learning for diverse students."

Although the shift to online teaching was unexpected and disruptive, teachers who taught completely online suffered fewer negative outcomes than their peers who taught half online and half in-person.

"School leaders may want to invite teachers to have input in decisions and school policies, provide choice and control over when and how teachers undertake their work, acknowledge teachers' perspectives and listen to their needs, and provide rationales for the purpose of work tasks."

"Teaching half remotely and half in-person was associated with greater stress related to change," Dr Collie said.

Dr Collie suggests that teachers whose workload was split between online and in-person classes may have struggled

with needing to perform two jobs at once, teaching in the classroom while also supporting their online students.

School leaders and senior teaching staff can promote teachers' initiative and empowerment by encouraging their participation in decisions and making general efforts to support them in their work. Faced with the additional obstacles of online teaching, such support could reduce teacher burnout and stress.

"School leaders may want to invite teachers to have input in decisions and school policies, provide choice and control over when and how teachers undertake their work, acknowledge teachers' perspectives and listen to their needs, and provide rationales for the purpose of work tasks."

Perhaps unsurprisingly, teachers whose workloads decreased during the pandemic reported higher buoyancy. It's worth noting, though, that Australia's COVID-19 situation was relatively mild, and that the research might only expose "the tip of the iceberg".

"It will be important to bolster the findings here with studies conducted in other countries either in subsequent waves of COVID-19 or during other major disruptions to understand the ramifications where the illness rates are much higher."

Reference

Rebecca Collie. (2021). 'COVID-19 and teachers' somatic burden, stress, and emotional exhaustion: examining the role of principal leadership and workplace buoyancy'. AERA Open.

Labour bites



Google workers unionise

More than 700 Google engineers and other workers have formed a union, the group revealed on Monday, capping years of growing activism at one of the world's largest companies and presenting a rare beachhead for labour organisers in staunchly anti-union Silicon Valley.

The union's creation is highly unusual for the tech industry, which has long resisted efforts to organise its largely white-collar work force. It follows increasing demands by employees at Google for policy overhauls on pay, harassment and ethics, and is likely to escalate tensions with top leadership.

The new union, called the Alphabet Workers Union after Google's parent company, Alphabet, was organised in secret for the better part of a year and elected its leadership last month. The group is affiliated with the Communications Workers of America, a union that represents workers in telecommunications and media in the United States and Canada.

But unlike a traditional union, which demands that an employer come to the bargaining table to agree on a contract, the Alphabet Workers Union is a so-called minority union that represents a fraction of the company's more than 260,000 full-time employees and contractors. Workers said it was primarily an effort to give structure and longevity to activism at Google, rather than to negotiate for a contract.

The structure gives the union the latitude to include Google contractors, who outnumber full-time workers and who would be excluded from a traditional union.

Although they will not be able to negotiate a contract, the Alphabet Workers Union can use other tactics to pressure Google into changing its policies, labour experts said. Minority unions often turn to public pressure campaigns and lobby legislative or regulatory bodies to influence employers. *Source: New York Times*



Jordanian teachers union dissolved, leaders face one year in jail

On 25 July last year, leaders of the Jordanian teachers union were jailed. Education International, uniting teachers from all over the world, launched a global protest including an online campaign on LabourStart. On 23 August, the teachers' leaders were freed from jail – because Jordanian law allowed them to be held for just 30 days. Four months later, things have gotten much worse.

On 31 December, the Amman Magistrate's Court authorised the dissolution of the teachers union, and the detention of all 13 union board members for a year.

The detained union leaders have been released on bail while the union appeals the judicial decision.

As the campaign states: "Workers should be allowed to enjoy freedom of association and their right to collective bargaining as guaranteed by the national constitution as well as international treaties to which Jordan is a party."

Take a moment to show your support for the Jordanian teachers - click here. *Source: LabourStart*



Ukraine: Workers go unpaid for three years

Employees of the strategic state owned enterprise KVARSYT, which is located in the frontline zone in Donetsk region in Ukraine, have not received wages and have been deprived of social security contributions for more than three years.

After the outbreak of war in the east of Ukraine, the enterprise lost a large sales market.

Neither the state concern 'Ukroboronprom', to which the enterprise is subordinated, nor the government of Ukraine, nor the President of Ukraine, are making any real attempts to resolve the current situation.

According to Ukraine's constitution, every worker must be paid for their work.

The decision of the management to not pay these workers is also in breach of ILO Convention 95, entitled 'Protection of Wages' (1949), which was ratified in 1961 by the Ukrainian government.

At the moment, the total amount of debt is more than UAH 47 million (€1.4 million) and is increasing every month. People are forced to work for free. Click here to support the campaign. *Source: LabourStart*

Compiled by
Angus Hoy Journalist

Letter to the editor

PD changes affect teachers and providers

I refer to advice from NESAs regarding changes in Professional Development. Announced 30 November 2020, they were described by NESAs as follows:

"So that NESAs can guarantee the quality and value of all PD courses, from today NESAs have cancelled all current endorsements."

These unilateral changes will profoundly affect all individual teachers and the profession. They extinguish, with immediate effect, my school's capacity to support teaching staff by providing accredited professional development on occasions where that is appropriate (as per existing obligations) and interrupt the economic livelihoods of many providers.

The inquiry which led to the cancellation of all current endorsements was commenced with a Ministerial request on 21 July 2020. A corresponding parliamentary question was asked by Hon Mark Latham MLC in September 2020. Going forward it will be revealed the extent the measures serve, amongst a number of purposes, to significantly bring to realisation, by an extreme action, consistent representations of the One Nation MP in the NSW Legislative Council. Point 3 of his stated program is to outlaw gender fluidity teaching, training, and course development in NSW.

My school's common room meeting held on 30 August 2019 was progressed as a workshop facilitated discussion with teaching staff and IEU Assistant Secretary Liam Griffiths as guest speaker. The notes for that meeting state:

"If teachers are to become the arbiters of how teaching is governed, to take control of their profession, teachers and teacher unions will then have a very significant

role to play in both public policy and professional practice."

The current requirements for teachers to complete NESAs Registered PD and general self-identified PD will be replaced by requirements to complete professional development in priority areas in each maintenance period. The IEU, as one of the first NESAs accredited providers of registered PD in NSW, will now have to rework the scope and range of its own PD agenda, schools will also have to re-examine this and all teachers will be significantly impacted.

That the NSW Government is so emboldened in its view that such action can be taken without material consequences for them is perhaps a reflection of the profession's own failures to take responsibility for its self-determination, its welfare, the weakening of material support for teacher unions and professional representation. COVID considerations and otherwise, the professions capacity to provide independent oversight and advocacy in discharging responsibilities remains compromised and at the whim of government.

I thank the IEU for its commitment to professional representation and professional development over many years and again commend both the responsibilities to, and wider benefits flowing from, support for professional representation via IEU membership to all teaching staff in the independent sector. The alternative is to hand control of the profession, via NSW Parliament, to those having little knowledge of its experiences nor alignment with its interests.

Bryan Hall IEU member

PD changes – letter to the Minister

I am writing to you as an educator who is concerned with the changes being implemented within education in NSW, namely that of the decision to cancel the registration of professional development providers, and to record my disappointment in this development.

The decision to cancel the registration of providers has undoubtedly come about after a handful of individual courses were spotlighted in Parliament earlier this year, and this heavy-handed decision, which is political in nature, will only serve to disempower teachers and deprofessionalise teaching.

Much has been said in the media by politicians and other commentators about the essential role that teachers play in society, and in 2020, this took on a far more crucial role as the world was thrown into uncertainty due to COVID-19. Teachers were quick to shift to remote learning and ensure that no child was left behind, once again showing how hard we work, and how professional we are.

Teachers across NSW had to spend their break not only doing their regular schoolwork but rushing through any professional learning that they may have planned to undertake at their own pace, in order to meet the deadline to have their hours count. This

takes professional development away from a 'learning' experience to be done with an open and reflective mind, towards a 'tick a box' experience to be done to ensure it meets the requirements. This is offensive to teachers who are not seen as professionals but rather drones, and to the professional development providers who worked hard to prepare quality professional learning experiences.

Whilst highlighting mandatory areas of future professional development seems promising, this may lead to a reduction in professional learning experiences being offered, which stymies teacher learning and reduces the level of professional trust that is held in teachers to be able to determine what they see as in the best interest of themselves and their students.

Overall, I urge the NSW Government to reconsider this position, and in future, engage in discussions with teachers, professional associations, unions, and other stakeholders before making decisions that affect the professional lives of thousands of educators in NSW. After all, if we are considered essential workers, then we deserve to be treated as such.

Marco Cimino IEU member



Busy year ahead for support staff



Welcome to 2021. Planning is underway for our biannual Support Staff Conference. Hopefully, COVID will not get in the way, as these conferences are enriching and fun. This is not the only PD the union offers support staff, so keep an eye out for upcoming dates via our website.

Term 1 sub branch meetings begin in early February and are invaluable to all members and everyone is most welcome to come. To check your sub branch meeting details, please go to our website and click on PD, training, meetings, choose your branch and register.

Your 2021 union fees are due if you pay upfront to gain the discount. Please ensure your payment details are correct. If you wish to pay by payroll deduction check with

your payroll office, as not all employers offer this service. Fortnightly payments are only available for full-time/part-time members who pay via payroll deductions. For those who have had a change of personal details such as email address, home or school address or a change in working hours, notify union membership.

The Joint working party will continue its work during Terms 1 and 2. Hopefully, a positive result will be forthcoming sooner than later (see p4).

Your Working With Children Check can be renewed from three months before it expires. Worth checking the expiry date, because you need it current for your employment.

Issue a challenge to members to recruit staff members who are not in the union. It would be fantastic to have 100 percent coverage in all schools. It's so easy to join, just go onto the website and click join up.

Wishing you a happy, safe and healthy start to 2021.

Calling syllabus writers

NESA needs English, Maths, EAL/Ds for Years 3-6 and Years 7-10

NESA is seeking up to five teachers to write the Years 3-6 and Years 7-10 English and Mathematics syllabuses and/or support material for these syllabuses, as well as EAL/D (English as another language or dialect) teachers to assist with the English syllabus writing.

Syllabus writing will take place in an intensive two-week block in the first half of 2021, conducted online during term time. Teachers will receive their normal pay.

English and Mathematics teachers will need to satisfy the following criteria:

- current experience teaching Years 3-6 or Years 7-10 English or Mathematics
- expertise in English or Mathematics pedagogical and content knowledge
- knowledge of the evidence to inform the development of effective curriculum, teaching, learning and assessment
- comprehensive knowledge of the K-6 or 7-10 English or Mathematics syllabuses
- proven excellent written communication skills.

Please submit an expression of interest to Tania Yardley – tania@ieu.asn.au – by close of business on Friday 19 February.

For more information, see the IEU website: ieu.asn.au/news



Tweed River at Tumbulgum and Wilsons River at Lismore in December



NSW North Coast staff in Catholic schools who dealt with the extreme weather experienced in that area in December were secure in the knowledge they could access five days emergency disaster leave if they could not get to school due to flooding or a severe storm, if the event was declared a natural disaster by the State Government.

This is one of the multitudes of improvements to recent enterprise agreements that the IEU has claimed.

If you have any questions or concerns, contact your IEU Organiser.



Michael Stinziani from Marist College, Pearce, ACT, was on exchange at Mountain Range High School in Denver, Colorado.



Kangaroos end a bizarre year

Coming home after a year away is a strange feeling. I think anyone who has spent time away from home feels the same: everything seems so unremarkable. Yet the images and memories from the places you have been keep popping up despite being assailed by familiarity.

We were in Denver, Colorado, with the Rocky Mountains in full view, and the snow falling when we drove to the airport. Those images are difficult to erase. We also left our exchange two months early, due to a family illness at home.

Leaving was both easy and hard. Hard due the scarcity of flights and limited seats on those flights. Hard because of the inflated fares for those flights. Hard to negotiate the bureaucracy of quarantine exemptions. And hard to leave colleagues, students, friends and neighbours with whom we had formed relationships. But easy to leave a place where COVID-19 cases were

skyrocketing. Easy to get away from a fractured and volatile political situation. And easy to look forward to seeing Aussie colleagues, students, friends, neighbours and family with whom we have enduring relationships.

Leaving the US, however, was relatively straightforward. Reports of economy class passengers being 'bumped' off flights in favour of higher-paying travellers seemed not to apply to the US. Our fellow exchangers in Canada had no such luxury.

I completed the exchange at home by getting up at 2am and logging in to teach at Mountain Range High. By the time the last lesson came around, the sun had risen, and I showed my students the kangaroos grazing outside the front door.

Just another asterisk to the bizarre year that was 2020.

SAVE OUR SUPER

“The Federal Government’s superannuation reforms will short change workers and erode the hard-won retirement savings of millions of Australians.”

Prime Minister Paul Keating established Australia’s superannuation system in 1992 to guarantee a fair and dignified retirement for all workers.

The current super guarantee sits at 9.5 percent of salary and is due to increase by 0.5 percent per annum from 2021 until 2025, bringing it up to 12 percent, which was Labor’s original design.

Coalition sabotage

In 2014, Tony Abbott’s coalition government postponed legislated super increases for seven years, until 2021. (Labor had legislated for increases of 0.5 percent a year from 2015 to 2019, when it would reach 12 percent.) At the time, Keating rightly described this as “wilful sabotage” of people’s retirement savings.

And now a group of Liberal MPs has again gone against the party’s official position and opposed the 2021 legislated increase of employer super contributions. They argue that increased super contributions will result in no wage rises.

The IEU supports the introduction of a 12 percent super guarantee that employers must pay. We reject the Morrison Government’s latest budget proposals, which would undermine industry super funds and erode the hard-won super savings of teachers and support staff.

Coalition claims are baseless

A report by the Centre for Future Work at the Australia Institute found no evidence that there is an “automatic and complete trade-off” between wages and super, and

rejects calls from Liberal backbenchers to freeze the superannuation guarantee at 9.5 percent, or even to make super voluntary.

The Morrison government has also proposed changes that will favour for-profit funds such as those run by big banks, rather than industry-based super funds, with performance benchmarking based on net investment return rather than net benefits to members. Current benchmarking proposals exclude member administration fees, meaning the government proposals deliberately aim to mislead workers into thinking they are members of a well-performing super fund when they are not.

ACTU answers back

“The Federal Government’s superannuation reforms will short change

workers and erode the hard-won retirement savings of millions of Australians,” ACTU Assistant Secretary Scott Connolly said.

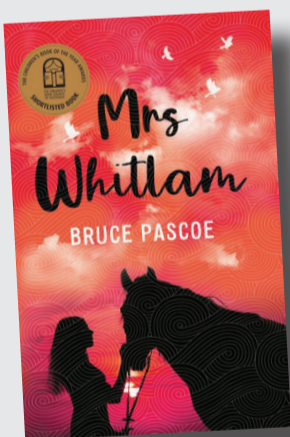
“A worker could be locked into an underperforming for-profit fund that is funnelling money to shareholders through exorbitant administration fees – and be misled by the government that they are in a good fund.

“If these laws are passed, for-profit funds will have a systemic advantage over all-profit-to-member funds, leaving workers worse off.

“Despite the Banking Royal Commission finding for-profit funds blatantly roting members, the government continues to favour them by making benchmarking based on net investment return,” Connolly said.

Sue Osborne Journalist

Giveaways

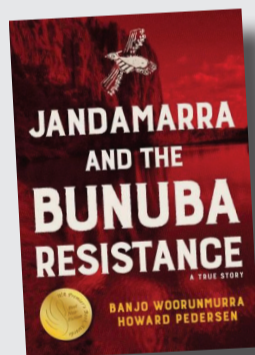


Mrs Whitlam

Publisher: Magabala Books
Author: Bruce Pascoe

Marnie Clark of Curdie Vale can ride but she doesn’t have a horse. She dreams of owning one and having the whole world to ride in. Before too long, Marnie is gifted Mrs Margaret ‘Maggie’ Whitlam, a beautiful, big Clydesdale – bold, fearless and able to jump anything.

From the very first ride, Marnie and Maggie get more adventure than they bargained for. Soon Marnie is learning to negotiate newfound friendships, pony club and how to stand up for what she believes in. Will her friendship with George Costa, another outsider, make being accepted harder? Or will being true to yourself be the hardest decision Marnie makes?

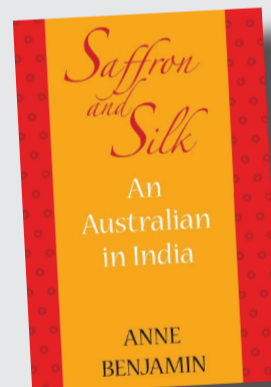


Jandamarra and the Bunuba Resistance

Publisher: Magabala Books
Author: Banjo Woornmurra and Howard Pedersen

A tiny outpost of colonial administration is planted on the desolate mudflats of King Sound, at Derby in Western Australia. Leases are marked on a map covering huge areas, and the push into the north begins. Vast herds of cattle and sheep move across the land and with it, a new future. In the remote Kimberley region, in the late 19th century, on the ancient lands of the Bunuba people, the last stages of an invasion are about to be played out. Amidst the ensuing chaos and turmoil, extraordinary relationships grow.

The thrilling story of the great warrior, Jandamarra, who turned from police assistant to resistance fighter. Thought to be unstoppable, he led the Bunuba against the forces invading their land. A legend forever etched into the history of the Kimberley, Jandamarra’s courage and fighting spirit made him one of the region’s most wanted men.



Saffron and Silk (signed by the author)

Publisher: David Lovell Publishing
Author: Anne Benjamin

Saffron and Silk opens with a wedding between two unlikely lovers: a handsome 30-something Indian-born development worker and a Catholic academic from Sydney. The bride has left the predictability of her life in Australia to marry and live in the South Indian city of Chennai.

Throughout *Saffron and Silk*, readers enter into the bride’s new family and their Kerala origins and into some of the rich culture of Tamil legends and history. She shares her struggles and frustrations as a ‘foreign wife’ and her insights into both the domestic minutiae of everyday life and the macro challenges of poverty.

At the heart of the story is the pogrom sparked by the assassination of Prime Minister Indira Gandhi in October 1984. Reliving this time reveals much about the complexity of modern India. This is set against another story of tension when the accidental death of one of the author’s colleagues results in threats to her and her husband.




Email entries to giveaways@ieu.asn.au with the title of the book you would like to receive in the subject line. Write your name, membership number and postal address in the body of your email. All entries must be received by 10 March 2021.

FALSE DICHOTOMY:

Salary or super – don't fall for it!

“What guarantee is there that wage growth will improve if the super increase is again blocked by the government?”



So the government backbench hounds are barking again, loudly criticising Australia’s world-class superannuation system. This is even after the recent Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry had very little criticism of industry funds compared with the enormous malfeasance of the retail banks!

Now the press is reporting that the government is seriously considering an opt-in system for the difference between the legislated 12 percent and the current 9.5 percent. One of the principal reasons our superannuation system is so successful is its compulsory nature. It is designed to provide a dignified retirement nest egg not real estate, not university fees, not medical expenses (except in severe cases). The release of superannuation is, and should be, based on age and work status. Tax incentives are in place to encourage individuals to save for retirement.

Former Prime Minister Paul Keating lashed out at the hounds advocating for an opt-in system, noting the government is being “prompted by zealots in its backbench”.

“And what is this all about? What is the high point of ideological objection here?” Keating pointedly asked. “It is that trade unions, through the not-for-profit industry funds, have a role in capital markets – shocking!” Yes, industry funds now have the muscle to question corporate practices in areas such as sustainable investment, sound corporate governance and gender equality in their workforces and boards. And they can influence capital markets accordingly.

So, is it salary or super? Is it not true to say that those who opt in for salary will pay for their salary increase with their own super money? And they will also pay additional tax? And they will retire with considerably less super? Or should it be both?

Don’t forget that the 12 percent compulsory super contribution by 2025 has already been legislated and is due to begin

on 1 July 2021. Furthermore, what guarantee is there that wage growth will improve if the super increase is again blocked by the government? So the dichotomy is patently false – super should move up to 12 percent and salaries should increase, but not at the expense of super.

The CEO of the Australian Institute of Superannuation Trustees, Eva Scheerlinck, has estimated that the additional 2.5 percent would increase an average couple’s retirement by \$200,000. “There are lots of ways to deal with low wage growth, but forcing people to fund their own pay rise shouldn’t be one of them,” she said in a recent interview.

Former Prime Minister Kevin Rudd indicated that using the rhetoric of ‘choice’ was an ideological obsession because the whole point of super is its compulsory nature.

The CEO of Industry Super Australia, Matthew Linden, has said that the legislated increases to super should go ahead. “Removing the guarantee in the super guarantee to make it ‘optional’ is a recipe for higher taxes, lower lifetime incomes, and a red tape nightmare for business,” Linded said. “This isn’t a choice – it’s a sneaky tax grab that will leave people worse off and rip up one of the system’s founding principles.”

So the debate will be in full swing leading up to the end of this financial year. The goal is 12 percent and if you can, let your MP know your views. One thing we know for sure – it won’t be handed to us on a proverbial silver platter.

Bernard O’Connor



(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 Product 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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Eora Nation

Deputy Secretary

Carol Matthews (pictured right)

Eora Nation

Assistant Secretary

Liam Griffiths (pictured second right)

Eora Nation

Assistant Secretary

Pam Smith (pictured second left)

Dharug Nation

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Christine Wilkinson

St Joseph's Girls High School East Gosford

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Newcastle 8-14 Telford Street, Newcastle East NSW 2302 4926 9400

Lismore Unit 4 Professional Centre 103-105 Molesworth Street,

Lismore NSW 2480 6623 4700

ACT Unit 8, 40 Brisbane Avenue, Barton ACT 2600 6120 1500

ACTIVISTS CONFERENCE

STAND UP, BECOME MORE ENGAGED IN 2021

IEUA NSW/ACT 2021 Activists Conference 11 - 13 April, Fairmont Resort Blue Mountains

The union is once again running an Activists Conference for members who are seeking to become more active in the union particularly at chapter, sub branch level and through the various forums of the union.

This will be a residential program during the school holidays at Leura in the Blue Mountains and is limited to 25 participants. Families are welcome.

The agenda will cover the role of trade unions in Australia, the place of the IEUA in the wider union movement, IEUA policy, its structure and representational forums. Member-based campaigning will also be a feature.

APPLY NOW

For more information or to register your interest please contact Maria on 8202 8900 TF on 1800 467 943 or email maria@ieu.asn.au



Authorised by Mark Northam Secretary, Independent Education Union of Australia NSW/ACT Branch
The Briscoe Building 485 - 501 Wattle Street Ultimo NSW 2007 | P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au

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Benefits at a glance

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- low fees and charges
- competitive long-term returns on our investments*
- our longstanding commitment to non-government education and community organisations
- ongoing support, financial education and tailored advice
- complimentary meetings with a Customer Relationship Manager
- a fund that is committed to environmental, social and governance principles.

* The 10-year return for the Diversified (MySuper) option was 7.39% p.a. at 30 June 2020.



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