

**WAGES, CLASSIFICATION AND ALLOWANCES**

1. Salary Increases. 4% per year pay increase for life of agreement **NOT AGREED**
2. Increases in salary and allowances to be effective from the same date as Department of Education increases **AGREED**
3. A percentage-based increase of the relief rate
4. Allowances:
  - a) All allowances to increase by the same percentage as salary increases annually **AGREED**
  - b) Introduction of new Camps, Event and Excursions allowances- Payment or time-in-lieu for the extra hours spent at c. Camps, Excursions, Music and other events **NOT AGREED**
  - c) Improve Promotable Positions Allowances and Time Release - Include any new roles into agreement **NOT AGREED**
  - d) A review of the remote relocation allowances to be undertaken during the life of the Agreement, In consultation with the IEU **PARTIALLY AGREED**
5. Creation of additional salary steps beyond Step 10 **REJECTED**
6. Introduction of a Level 3 Classroom Teacher allowance **REJECTED**
7. Additional steps at upper level for Senior Teachers (e.g.: Senior Teacher Level2) **REJECTED**
8. Step placement recognition of additional qualification beyond 4/5-year qualifications of graduates **AGREED**
9. Clarification of promotional position roles and responsibility allowances **REJECTED**
10. Improvements to Exemplary Teacher status:
  - a) Remove restrictions on number in a school **REJECTED**
  - b) Portability of status between Catholic schools **REJECTED**
  - c) Criteria clarified and re-assessed **REJECTED**
11. Salary sacrificing of mobile phones if teachers are required to use/ have access to them whilst working (including on duty) **AGREED**

**WORKLOADS**

12. Workload matters to be enshrined in the Agreement, not an external policy **AGREED**
13. Teachers in Catholic schools to deliver the same hours of Instruction as teachers in government schools, in accordance with non-government registration standards **AGREED**
14. An increase in total DOTT allocation for primary teachers by 30 minutes, akin to Department of Education schools **AGREED**
15. First 75 minutes of secondary pastoral/homeroom time considered part of face-to-face workload **AGREED**
16. CEWA Workload Policy - Not fulfilling face-to-face teaching time - clarification that maximum teaching hours is to be counted per week and not averaged across an entire school term or year **AGREED**
17. Clarification of what is pastoral/homeroom time, who undertakes it, its purpose and specified requirements **REJECTED**
18. Relief Work:
  - a) Inclusion of relief allocation processes and requirements to accept or reject relief **REJECTED**
  - b) Teachers on part-time loading to be prioritised when determining relief allocations **NOT AGREED**
  - c) DOTT to be reallocated if lost to unplanned relief teaching **AGREED**
  - d) Additional pay for internal relief beyond requirement **NOT AGREED**
  - e) Transparent and equitable distribution of relief lessons **AGREED**

**WORKLOADS**

19. Clearly defined maximum hours required for extra and co-curricular activities **CEWA WANT 40 HRS PER YR - NOT AGREED**
20. Additional payment for excess co-curricular commitments requested by the employer **NOT AGREED**

**WORKLOADS**

- 21.VET Teachers: recognition of VET paperwork requirements **PARTIALLY AGREED**
- 22.Clear definitions of all areas of teachers' work, including but not limited to:
- a) Supervision **REJECTED**
  - b) Meetings **REJECTED**
  - c) Delivery of Instructional load **REJECTED**
  - d) Extra and co-curricular activities- particularly for leadership roles **REJECTED**
- 23.Electronic communications: Employees are not required or expected to access and/or respond to work- related emails or other messaging outside the ordinary hours of work, including but not limited to parent- teacher communications **AGREED**

**EMPLOYMENT SECURITY**

- 24.Additional DOTT time for formulating IEPs in both primary and secondary schools **REJECTED**
- 25.Standard for staying back (Primary) **AGREED**
- 26.A process to be developed within the first 12 months of the life of the Agreement to convert temporary staff to permanent employees to address trend of rolling temporary contracts **REJECTED**
- 27.Clarification of appraisal, performance management and disciplinary policies, including the inclusion of improvement actions in addition to disciplinary actions **REJECTED**
- 28.Access to formalised written feedback for staff to be made available, particularly in relation to interviewing for internal and promotional positions **REJECTED**
- 29.Procedure for disputing internal appointments for positions if deemed likely to impact the nature of staff's work **REJECTED**
- 30.Removal of the Manner of Life clause **AGREED**
- 31.Review CEWA grievance policy, including a clearly laid out dispute period/timeframe **REJECTED**

**WORKPLACE SAFETY**

- 32.Introduction of pandemic leave, and clarification of the Infectious Diseases Leave clause **AGREED**
- 33.Staff to be allocated an uninterrupted lunch break of minimum 30 minutes **REJECTED**
- 34.Professional development on Mandatory Reporting to be provided to all staff
- 35.First Aid Allowances for all dedicated First Aid providers **REJECTED**
- 36.First Aid providers to be given accredited training at no cost to the employee **NOT AGREED**
- 37.Health and Safety Committees to be established at all workplaces **REJECTED - CEWA said Health & Safety "not an EBA issue"**
- 38.Health and Safety Reps to be elected by employees at all workplaces **REJECTED - CEWA said Health & Safety "not an EBA issue"**
- 39.Clear and mandatory consequences when a student inflicts violence upon a staff member or other students, including: **REJECTED**
- a) Immediate removal from the classroom **REJECTED**
  - b) The student not being permitted to return to the classroom until a plan and additional resourcing is in place to guarantee the safety of the student and others **REJECTED**
- 40.School Laboratory equipment: A clear set of lab guidelines, akin to Department of Education schools **REJECTED**
- 41.A minimum of two staff members and a minimum staff-to-student ratio when transporting students to events during and before/after school hours - 37 and a half **REJECTED**

**PART TIME WORK**

- 42.Limit on the number of days per week a part-time staff member can be required to be at the workplace **REJECTED**

## PART TIME WORK

43. Clarity that part-time teachers are paid their usual hourly rate when requested to work additional hours **AGREED**
44. Part-time staff to be paid for attendance to required meetings on days they do not ordinarily work **AGREED**
45. Introduction of two non-cumulative Wellness Days per year **1 DAY DISCRETIONARY LEAVE (PER YEAR) - AGREED**

## LEAVE

46. Long Service Leave - All staff to accrue 1.3 weeks per year up to 8 years of service (i.e., 10.4 weeks accrued after 8 years) **NOT AGREED**
47. All staff to accrue 1.86 weeks of Long Service Leave per year from and including the 9th year of service **NOT AGREED**
48. All staff to be able to access Long Service Leave in minimum periods of one week and for periods of less than one week; the latter with the agreement of the employer **AGREED**
49. Clear and readily available guidelines and processes for staff to apply for Long Service Leave **PARTIALLY AGREED**
50. Agreement that staff on Parental Leave have the right to return to work part-time on a temporary basis, with the onus being on the employer to prove this would be unreasonable, impracticable, or onerous for the school **NOW COVERED UNDER THE FAIR WORK ACT**
51. Paid Parental Leave (not 'payment')
- a) Increase paid parental leave to 20 weeks **REJECTED**
- b) Increase paid Partner Leave to 20 days **REJECTED**
52. Superannuation to be paid on Paid Parental Leave to better address the gender pay gap **ACCEPTED IEU CLAIM**
53. Provision for Paid Community Service Leave including:
- a) Blood/Plasma Leave **REJECTED**
- b) Emergency Services Leave **REJECTED**
- c) Leave for Training with Defence Force Reserves **REJECTED**
- d) International and National Sporting Events Leave **REJECTED**
54. Bereavement Leave
- a) Increase Bereavement Leave to 8 days per occasion **REJECTED**
55. Catholic Day
- a) Day to be confirmed and placed on each school calendar at the start of each school year **ACCEPTED**
- b) Limitations on the amount of extra out-of-school time that the provision of a Catholic Day "offsets" or compensates for **REJECTED**

## CONSULTATION AND REPRESENTATION IN THE WORKPLACE

56. IEU Delegates including IEU Executive members to receive paid release for delegate training and attendance at IEU meetings for five days per year **REJECTED**
57. Genuine consultative processes be put in place - including but not limited to the development of policies, and appealing staff appointments **PARTIALLY AGREED**
58. Provision of union noticeboards in each staff room **REJECTED**
59. CEWA policies are to be drafted in consultation with staff and union representatives **REJECTED**

## PROFESSIONAL DEVELOPMENT

60. Five student-free days at end of Term 4 to be recognised in the Agreement, and identified on the school calendar at the beginning of each school year **REJECTED**
61. When a portion of these five student-free days at the end of Term 4 are set aside for Professional Development, that PD must be determined in consultation with school staff **REJECTED**
62. Regular relief teachers to be invited to participate in the Professional Development sessions held at or by the school **REJECTED**

**PROFESSIONAL DEVELOPMENT**

- 63. Professional Development in ICT sessions/technological changes to be during working hours, not in DOTT time or outside the ordinary hours of work **REJECTED**
- 64. Formal graduate program for first & second-year teachers and staff new to school, including the provision of a mentor teacher, with reduced instructional load for both and limits on the mentoring load of individual teachers **REJECTED**
- 65. During the life of the Agreement, CEWA - in concert with the IEU - commits to discussing with universities an increase in stipends paid to student teacher mentors **REJECTED**

**REMOTE STAFF**

- 66. Standard of housing in regional and remote areas to be reviewed and improved during the life of the agreement with the intent to at least match Education Department policies **REJECTED**
- 67. Review of the moving allowance provided for teachers taking regional/remote positions **AGREED**
- 68. Include an additional personal leave allowance for medical travel to Perth/metro area **AGREED**
- 69. 4WD training for all staff at induction **REJECTED**
- 70. Provision of Remote Area First Aid/survival training at induction **REJECTED**
- 71. Standard of accessibility to electronic communications to be reviewed and improved during the life of the Agreement **REJECTED**

**HAVE YOUR VOICE HEARD  
JOIN THE IEU**

