

TERMS OF AGREEMENT

1. The EBA will be read in conjunction with the Educational Services (School) General Staff Award 2020.
2. Term of the Agreement will be for 2-3 years.
3. Requirement to commence bargaining for a replacement Agreement 6 months before the nominal expiry date.

SALARY & CONDITIONS – ALL SUPPORT STAFF

4. Annual salary increases of 5% per annum.
5. \$3000 cost-of-living one-time payment to be paid to all staff.
6. All allowances to be percentage-based and to be increased further each year in line with annual pay increases.
7. Right to Disconnect clause, i.e., no requirement to respond to e-mails or communicate with school, parents, or students outside of hours.
8. Discounted school fees for staff children attending a Catholic school.
9. Improved access to professional opportunities in all areas of employment.
10. Study allowance/PD days to give support staff the opportunity to upskill.
11. Improved employment security with all staff to be ongoing employees after probation except for genuine temporary/fixed term contracts (e.g., for genuine project cover, to cover staff members' leave).
12. Introduction of Time Off in Lieu of a day adjacent to a camp, tour or similar along with an accompanying allowance to compensate for extra time on duty.
13. Any requirement for Part-Time staff to attend staff meetings and other school duties on their day off to be paid.
14. Part-Time staff to get paid relief rate when acting in a relief capacity.
15. Regional staff have access to same allowances as staff in the DoE.
16. Regional staff to have travel and meal allowance when attending training in Perth.
17. Introduce an additional 10 days paid Family, and Domestic Violence Leave clause for employees experiencing domestic violence.
18. Getting paid for internal relief duties.
19. Change evidence requirements around personal Leave where Dr certificate/evidence is only required after 3 consecutive days of absence.
20. Introduction of 2 Wellness Days per annum for all support staff (non-cumulative).
21. Accreditation allowance of \$500 per annum. to be paid fortnightly.
22. Camps to include break times or paid overtime.
23. Higher duties to be paid when doing relief for a higher position.
24. Bus allowance for staff required to drive the bus.
25. Hours of Work – 9-day fortnight if other staff are also working 9-day fortnight.
26. Commissioning Mass to be conducted during normal working hours, if attending outside normal hours it should not be compulsory e.g. on a Sunday – Right to Disconnect?

LEAVE – ALL SUPPORT STAFF

27. Paid study/examination leave for approved courses/PDs.
28. Increase of Personal Leave to 15 days (currently 13 days) with 2 days non-cumulative.
29. Increase Paid Parental Leave to 20 weeks.
30. Paid Parental Leave to accrue all entitlements and employer superannuation payments to continue.
31. Increased provision to 10 days per year for paid Ceremonial/Cultural Leave for relevant staff.
32. Paid Infectious Diseases Leave modernised to include pandemic/epidemic leave.
33. Provision for Compassionate/Bereavement Leave of up to 5 days per occasion (currently 2 days per occasion).
34. Long Service Leave able to be taken in shorter periods such as a day or a week.
35. Long Service Leave to accrue at same rates as Teachers (currently lower).
36. Provision for paid Community Services Leave (Blood/Plasma Donors' Leave, Emergency Services Leave, Leave for Training with Defence Force Reserves, International Sporting Events Leave).
37. The first 13 weeks of Workers' Compensation accrue leave entitlements (currently does not occur).
38. Catholic Day for those who do not work on that day to be given a different day or the next day off.
39. Annual Leave – MyHR to be updated to recognise public holidays while on annual leave so the employee is not responsible for checking (Sect 45 part 2 of EBA).
40. LSL – public holidays to not be included as a day in the leave period.

WORK HEALTH & SAFETY

41. Establishment of Health and Safety Committees, Policies and Procedures in all schools.
42. Elections to be held in all schools for Workplace Health and Safety Representatives.
43. First Aid allowances payable to all First Aiders.
44. Minimum of 2 staff members (plus a minimum staff to student ratio) when transporting students to events during and before/after school hours.
45. Introduction of Policies and Processes for CEWA to protect staff from violent students and families.
46. Increase pandemic / infectious diseases leave.
47. Vaccinations for tetanus/hep A&B / whooping cough provided to staff.
48. Comprehensive review of staff's roles/job descriptions.
49. Introduction of workload processes, including relief staff when staff are on Leave or Personal Leave.
50. The addition of further salary steps.
51. Recognition of experience, qualification(s) and/or time in role for remuneration purposes in line with DOE.
52. Admin staff are paid from 1st January to 31 December.
53. JDF for Facilities/Property Manager.
54. Clear salary schedule for roles such as Maintenance Manager, Property Manager, IT Manager, Business Manager, and other Non-Teaching Management roles not currently on the EBA.
55. Trade recognition for trade qualified maintenance personnel with an addition to the "Admin and Technical Officers" section of the EBA. (Renamed: Admin, Trade, & Technical Officers).
56. Hot weather penalty rates for maintenance working in temperatures above 37.5 degrees.
57. Recognition of work variance in single vs double stream.
58. No annualised averaged salary – pay for all weeks of year.
59. Senior Admin role.
60. WFH provisions in the agreement.

61. Creation of a Uniform Manager Role.
62. 6 Weeks Annual Leave.
63. Only require training that is directly related to the job description (i.e. Some IT staff are REQUIRED to complete training with regards to anaphylaxis, asthma, diabetes etc.)

EDUCATION ASSISTANTS

64. Introduction of a Senior Education Assistant (EA).
65. DOTT time for all EA's.
66. Provide a classification structure for Education Assistants that provides career advancement, including more salary steps.
67. Paid overtime when supporting a special needs student at a sports carnival or school event and when such support requires working through lunch breaks. Alternatively, an extra 'floater' to stagger breaks up for all Education Assistants.
68. Part-Time Support Staff to be offered relief work before engaging external Relief Staff.
69. Part-Time Education Assistants to be offered additional hours before advertising externally.
70. Part-Time Education Assistants' hours to be timetabled in consultation with the EA to reduce number of days required to attend school.
71. 0.9 load to be over 4 days and not 5 days.
72. Allocated staff break times.
73. No requirement to attend staff meetings that are not relevant to individual staff roles.
74. Overtime provisions.
75. Job descriptions for EA, EASN, ATA, Senior EA.
76. Auslan/Braille - Role recognition.
77. Recognition of work variance in primary vs secondary.
78. Computer access to be provided to staff for mandatory training.
79. Special Needs to be permanent – not dependent on funding.
80. 2 full school staff meetings and 2 EA meetings per term. Remuneration: TOIL half school time / half personal time.
81. Recognition of EA's working in classrooms with undiagnosed or volatile students.
82. Recognition of EA's teaching (small groups) e.g., MultiLit and EMU programs.
83. Home Economics assistants to be 38 hours per week.

BOARDING/HOUSES

84. Overnight allowances to be increased.
85. Cap on staff to student ratios for vulnerable students.
86. Minimum supervision levels to be formalised and put in place.
87. Allowance of a bus driver and student transport.
88. 2 or more staff for transporting students.
89. Recognition of work variance in CARE BH vs "Wealthy" BH.

SOCIAL WORKERS, PSYCHOLOGISTS & COUNSELLORS

90. Social workers to be employed for a full year (Currently 40 weeks per year).
91. Review of Social Worker, Counsellor, and Psychologist classification structures to ensure parity with DoE.

92. All social workers in schools to have their full pay (pro-rata) + 12 weeks paid leave.
93. Clinical Supervision allowance of \$1800 per year, per social worker (pro-rata), as per the conditions as psychologists.
94. Back pay to 2016 for all social workers.
95. Access to external (not provided by CEWA) professional development to keep skills current, up to \$1000 per year, in addition to the \$1000 per year for internal CEWA training for Social workers, Psychologists and Counsellors.
96. Annual AASW registration/accreditation allowance of up \$1000 for Social Workers wanting to register with the AASW (currently not mandatory), with an increase to cover the full costs in the event that registration does become mandatory.
97. Funding by CEWA for adequate staffing levels for all schools: 1. FTE per 500 students, to be increased by 0.5 after every 250 students.
98. Include higher steps in the pay scale, recognising experienced, highly trained social workers concluding with a Senior Social Worker wage = \$110,00.
99. Develop a career structure (progression) for Social workers, Counsellors and Psychologists.

UNION DELEGATE RIGHTS

100. Union delegates have access to 5 days of paid leave per year to undertake Delegate Professional Development courses and or attend IEU Conferences to support their roles as workplace union representatives. The leave is not cumulative from year to year.
101. Union Delegates to have access to welcome and speak with new staff via school inductions/orientations.
102. Union Delegates to have a designated IEU notice Board in the Staffroom.

The IEU reserves the right to add, remove or alter claims in consultation with its members.