

QUEENSLAND INDEPENDENT EDUCATION UNION  
INDEPENDENT EDUCATION UNION OF AUSTRALIA –  
QUEENSLAND & NORTHERN TERRITORY BRANCH



BRISBANE  
346 TURBOT ST  
SPRING HILL QLD 4000  
PO BOX 418  
FORTITUDE VALLEY

Phone: 07 3839 7020  
Fax: 07 3839 7021  
Freecall: 1800 177937  
Email: enquiries@qieu.asn.au  
Internet: www.qieu.asn.au  
ABN: 45 620 218 712



Thursday, 11 March 2010

Prpcpas55tb:nm

**Professional Rates of Pay Campaign**



**CATHOLIC SECTOR  
SPECIAL CHAPTER BRIEFING  
[CAIRNS DIOCESE]**

**Further Protected Action Authorised  
Onus on Employers to Resolve Wage Claim**

Dear Colleagues

The onus is on Catholic employing authorities to resolve the long endorsed claim for professional rates of pay at the negotiations to resume next Tuesday, 16 March 2010.

In the absence of a significantly revised offer from Catholic employers, teachers in Catholic schools face the prospect of being the lowest paid in the major non-government sectors in Queensland.

The employee representative network and branches have met and reinforcing notices of further protected action will be forwarded to employers today reinforcing the message to employers that a revised wage offer must be tabled next week or further protected action will follow.

**The Onus is Now on Employers**

Throughout our campaign, members have remained resolute in their determination in achieving the endorsed employee wage claim for benchmark professional rates of pay.

Employers on the other hand have tried to thwart that determination by using mischievous tactics aimed at diminishing the industrial rights of members.

Chapters which have yet to meet should amend the proposed resolution in the Special Briefing dated 9 March 2010 accordingly in light of the employer return to the negotiating table.

**Employer Offer Would Condemn Catholic Teachers to Lowest Paid in Non-Government Sector**

The current offer is worse than the public sector settlement and would also see teachers in Catholic schools paid less than other comparable employer groups in Queensland such as the Lutheran and Anglican sectors.

**The attached comparison of the rates paid in the Anglican sector and the rates agreed in the Lutheran sector highlights the invidious nature of the offer from Catholic employers. Experienced teachers would be many thousands of dollars worse off than their Anglican and Lutheran colleagues under the Catholic employer offer.**

The onus is now on employers to resolve the wage issue next Tuesday with a significantly revised wage offer.

In the absence of a significantly revised offer teachers in Catholic schools face the prospect of being the lowest paid in the major non-government sectors in Queensland.

### Further Protected Action

Employers need to understand the seriousness with which employees view the wage issue and their determination to achieve an outcome consistent with their claim.

Ahead of the negotiations next week it is appropriate to put in place protected action notices to make it clear to employers that a lack of resolution next week runs the risk of further protected action in their schools.

Correspondence to the relevant employers will be forwarded before the end of the week notifying of further protected action in the week commencing 22 March 2010. (A seven working day notice to employers applies.)

For those schools where members have authorised bans on co-curricular activities an indefinite ban will be imposed from Wednesday, 24 March 2010.

For those schools where a full day of industrial action is authorised a full day stopwork will be scheduled for Wednesday, 24 March 2010.

These are serious steps – the onus is on employers to table a significantly revised offer next Tuesday if the protected action is to be avoided.

### Next Steps

Further briefings on the outcome of negotiations will be forwarded next week.

The resolution of this dispute is very clearly in the hands of employing authorities.

They have the capacity to make an offer which will resolve the dispute and now need to demonstrate the leadership to achieve an outcome.

Kind regards



**TERRY BURKE**  
**SECRETARY**

*Attach.*