

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



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Tuesday, 24 November 2009

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Professional Rates of Pay Campaign



**CATHOLIC SECTOR PROTECTED ACTION BALLOT
CHAPTER BRIEFING No. 8**

Employers Table Public Sector Offer – Almost

Employee Representatives Reaffirm Professional Rates of Pay Claim

Dear Colleagues

Catholic employing authorities have tabled the public sector wage settlement as their wage offer in the face of employees' longstanding claim for professional rates of pay.

The employer offer, however, barely replicates the public sector offer and seeks to impose operative dates which would diminish wage benefits to employees.

Employee representatives have reaffirmed the employee claim for benchmark professional rates of pay and will respond to employer requests to show them how this might be achieved at meetings scheduled for next week.

Employer Offer Tabled

Employer representatives have tabled a wage offer which essentially replicates the public sector wage offer:

- Wage increases of 4.5%, 4%, 4%.
- Graduate rate of \$56,900 – July 2011.
- Introduction of a merit based AST2 equivalent 'Accomplished Teacher' in July 2010 with a paid rate of \$83,309 in July 2011. (The current Brisbane Catholic Education AST2 would be folded into the Accomplished Teacher.)

The employer offer also seeks to impose July operative dates in 2010 and 2011 replicating the public sector.

The employer offer does not include the \$500 'resource' payment of the public sector. Employers argue that the payment of the 4.5% increase in May 2009 ahead of the public sector is appropriate compensation.

This 'compensation' is barely the case for experienced Band 3 Step 4 teachers and falls badly short for others.

The employer offer also includes the public sector additional 2.5% for PARs and senior administrators from July 2011.

Inadequate Offer

The employer offer is clearly inadequate and falls short of the longstanding employee claim for professional rates of pay.

Employee representatives advised that this offer would not settle the claim and needed to be reconsidered.

Further meetings have been scheduled with employer representatives for Wednesday, 2 December 2009.

Employer representatives expressed a willingness to consider a further wage position but declined to indicate if this meant they were prepared to commit to an outcome beyond their tabled offer.

Chapter Meetings to be Scheduled

Chapters should schedule a meeting for members this week if possible.

The Chapter meetings should provide a report on the employer offer and provide members with an opportunity to give consideration to the attached resolutions.

Your Chapter is currently not authorised to take protected industrial action in support of your claim.

Chapters are asked to give consideration to authorising an application for a ballot to authorise protected industrial action in the event the employing authority does not revise its offer consistent with the endorsed log of claims.

To assist your employee representatives, the Chapter advice should be returned by Friday, 27 November 2009.

Next Steps

Employing authorities have yet to understand that their 'public sector' offer is not going to settle your wage claim.

The Chapter meetings are an opportunity to send a further clear message to Catholic employing authorities that employees must have accessible wage structures which maximise professional rates of pay.

Kind regards



TERRY BURKE
SECRETARY



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CATHOLIC SECTOR PROTECTED ACTION BALLOT CHAPTER FAXBACK

**Catholic Sector - Chapter Meetings
Catholic Education – Brisbane, Rockhampton and Townsville;
St Patrick's College (Townsville) and Iona College**

1. That the Chapter at _____ notes the employer wage offer and rejects the offer as it fails to provide accessible wage structures which maximise professional rates of pay consistent with the endorsed log of claims.

CARRIED/NOT CARRIED

2. That the Chapter at _____ calls upon our employing authority to revise its wage offer and determines that in the absence of a wage offer consistent with the endorsed log of claims, then an application should be made for a further protected action ballot to be held at the commencement of Term 1, 2010.

CARRIED/NOT CARRIED

PLEASE FAX BACK TO

TERRY BURKE, SECRETARY, IEUA-QNT

ON FAX NUMBER (07) 3839 7021

BY 4:00 PM FRIDAY, 27 NOVEMBER 2009.