

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



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Thursday, 25 February 2010

Prpcpas51tb:nm

Professional Rates of Pay Campaign

your rights at work
worth fighting for

**CATHOLIC SECTOR
CHAPTER BRIEFING No. 19**

Co-Curricular Bans Imposed in Authorised Schools

Employers Attempt to Frustrate Employees' Industrial Rights – Again

Employers Need to Revise Their Wage Offer

Dear Colleagues

Authorised bans on co-curricular activities will be imposed in 25 religious institute school sites and schools in the Toowoomba Diocese in the week commencing 8 March 2010 in support of our sector-wide campaign for interstate Catholic benchmark professional rates of pay.

Catholic employing authorities for their part seem determined to spend energy and resources in an attempt to frustrate the industrial rights of their employees.

The onus is on Catholic employers to revise their wage offer and demonstrate respect for their staff and their professional work.

Protected Action Bans Imposed

Notice of bans on co-curricular activities authorised in recent ballots have been forwarded to the relevant employers.

The bans commence in the week beginning 8 March 2010.

Bans on co-curricular activities will be imposed in the following employing authorities:

Mt Alvernia College, Padua College, St Rita's College, Marist College Ashgrove,
Mt St Michael's College, Villanova College, Brigidine College, All Hallows' School,
Stuartholme School, St Ursula's (Yeppoon), Lourdes Hill College, Christian Brothers'
Schools and Catholic Education – Toowoomba.

Schools involved in the co-curricular bans will receive a separate briefing on the action.

Employers Show No Leadership

Employing authorities are showing a remarkable lack of leadership on resolving the wage negotiations.

To the extent that there is any employer activity it seemingly is being devoted to legal interventions aimed at removing the industrial rights of employees.

These legal processes will have their course. In the meantime, employers are no doubt poised to try to create more confusion regarding the status of the current authorised protected actions.

We have obtained advice from a senior industrial barrister which confirms that:

'nothing has occurred to date to prevent or in any way make unlawful relevant industrial action, or to deprive members participating in it of the immunity conferred by Section 460'*.

Claims to the contrary by employers are false.

[* Section 460 of the *Fair Work Act* provides legal immunity for persons who act in good faith on the protected action ballot result.]

Leadership in Negotiations Needed from Employers

The onus is on employers to return to the table with a revised wage offer.

Teachers in Queensland Catholic schools will be the lowest paid in any Catholic school in Australia under the Queensland offer.

The employer offer would also mean that Catholic sector employees would be paid less than other comparable employer groups in Queensland such as the Lutheran and Anglican sector.

Catholic employers must show some real leadership and revise their wage offer and demonstrate real respect for their employees and Chapters are requested to convene and consider the resolution forwarded in Briefing No. 18.

Kind regards



TERRY BURKE
SECRETARY

Please find attached revised schedules for the wage comparisons with Sydney Archdiocese and regional NSW Dioceses. An error occurred in the transfer of a table. The Sydney Archdiocese offers a Senior Teacher 2 classification (\$91,348 – 1 January 2011). Regional NSW Dioceses do not.