

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



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Tuesday, 23 February 2010

Prpcpas48tb:jmr

Professional Rates of Pay Campaign

your rights at work
worth fighting for

**CATHOLIC SECTOR BALLOT
CHAPTER BRIEFING No. 18**

**Why the Difference?
Interstate Catholic Comparison
Shames Employer Offer
Employers Must Revise Offer**

Dear Colleagues

Comparison wage rates with interstate Catholic schools highlight the inadequate wage offer of Queensland Catholic employers.

Catholic employers must revise their wage offer and get back to the negotiating table with a proposal which properly recognises the professional work of teachers in Queensland Catholic schools.

The days of employers hiding behind 'a special relationship', attempting to frustrate employees' industrial rights and pleading poor are over.

Chapters are asked to convene early meetings to consider the attached resolution.

Wage Rate Comparison

The steadfast refusal of Catholic employing authorities to amend their wage offer means there is a stark contrast with wage rates paid in interstate Catholic schools.

In 2010 and 2011 teachers in similar Catholic employing authorities in NSW will be receiving sums of \$1200-\$1500 p.a. more than Queensland Catholic schools across most classifications and nearly \$7000 p.a. at the top of the classification scale.

Please find attached an exemplar comparison of wage rates between like Catholic Diocesan employing authorities in NSW and Queensland.

(Chapters in religious institute schools will receive a comparison sheet with a like school in a separate mailing.)

Why the Difference?

Queensland Catholic employing authorities will no doubt plead funding levels as the reason for the difference in capacity to pay higher rates than NSW.

However, Queensland Catholic employers enjoy the same federal government funding regime as NSW Catholic employers.

While per capita amounts to each school will vary, the fact is that a school with a similar socioeconomic status (SES) number in either state will receive the same per capita amount.

And in the case of some like religious institute schools the NSW school in receipt of a lesser per capita payment is paying the higher wage rate.

Queensland Catholic employing authorities also receive higher base per capita funding than NSW.

	Queensland	New South Wales	Difference
Primary	\$1,055.00	\$896.65	\$185.35
Secondary	\$1,583.00	\$1,168.74	\$414.26

Catholic employing authorities, unlike NSW Catholic employers, also have access to further needs based funding. These additional payments can add hundreds of dollars per student to a school.

Time for Negotiation is Now

Catholic employers can resolve the current wage dispute.

However, to do so, they will need to move on from their 'special relationship' with the state government, preoccupation with attempting to frustrate the industrial rights of their employees and questionable claims of incapacity to pay.

In the absence of a serious resolve to reach an agreement which recognises the professional work of teachers in Catholic schools then further industrial action looms.

Over a dozen religious institute schools have determined to impose bans on co-curricular activities following authorisation of that protected action and employees in 18 employing authorities still have the authority to take full day stoppages.

Chapter Meetings

Chapters are requested to convene early meetings to review the content of this briefing and consider the attached resolution.

The time for Catholic employers to negotiate on professional rates of pay is now!

Kind regards



TERRY BURKE
BRANCH SECRETARY



QUEENSLAND INDEPENDENT EDUCATION UNION
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Professional Rates of Pay Campaign



CATHOLIC SECTOR CHAPTER FAXBACK

The Chapter at _____ calls on our employer:

[INSERT NAME OF SCHOOL]

- (a) to cease its campaign to avoid negotiation of professional rates of pay with attempts to
- Frustrate employees' industrial rights
 - Putting a 'special relationship' with the state government ahead of its employees
 - Its questionable claims of incapacity to pay; and
- (b) to face up to the reality of its responsibility to its employees to negotiate professional rates of pay which properly recognise the work of teachers in Queensland Catholic schools; and
- (c) to resume negotiations with a revised wage offer which addresses employees' claim for professional rates of pay reflecting interstate benchmark Catholic rates of pay.

CARRIED / NOT CARRIED

PLEASE FAX BACK TO

TERRY BURKE, SECRETARY, IEUA-QNT

ON FAX NUMBER (07) 3839 7021

by Thursday, 4 March 2010