



# DECISION

*Fair Work Act 2009*  
s.185—Enterprise agreement

**Catholic Employment Relations Ltd**  
(AG2024/436)

## **NSW CATHOLIC INDEPENDENT SCHOOLS (TEACHERS-MODEL C) MULTI-ENTERPRISE AGREEMENT 2023**

Educational services

DEPUTY PRESIDENT GRAYSON

SYDNEY, 21 MARCH 2024

*Application for approval of the NSW Catholic Independent Schools (Teachers-Model C)  
Multi-Enterprise Agreement 2023*

### **Introduction**

[1] An application has been made for the approval of an enterprise agreement known as the NSW Catholic Independent Schools (Teachers-Model C) Multi-Enterprise Agreement 2023 (the Agreement) pursuant to s.185 of the *Fair Work Act 2009* (the Act). The application has been made by Catholic Employment Relations Ltd in its capacity as the appointed employer bargaining representative pursuant to s.176(1)(d) of the Act.

[2] The Agreement is a multi-enterprise agreement. The Agreement covers the following employer entities:

- St Paul’s International College;
- Howayek Blessings Limited, trading as St Maroun’s College;
- Howayek Providence Limited, trading as Maronite College of The Holy Family;
- St Charbel’s College Limited;
- Marist Schools Australia Limited, trading as Red Bend Catholic College;
- Marist Schools Australia Limited, trading as The John Berne School;
- Melkite Catholic Eparchy Corporation, trading as Holy Saviour School;
- Boys’ Town Engadine, trading as Dunlea Centre - Australia’s Original Boys’ Town;  
and,
- Trinity Catholic College Lismore Limited, trading as Trinity Catholic College Lismore.

### **Transitional arrangements under the Secure Jobs, Better Pay amendment**

[3] The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth) (Amending Act) made a number of changes to enterprise agreement approval processes in Part 2-4 of the Act, that commenced operation on 6 June 2023. By reason of the transitional arrangements for the Amending Act and the notification time for the Agreement of 11 February 2022, the *genuine agreement* requirements for agreement approval in Part 2-4 of the Act, as it was just before 6 June 2023, apply to the present application. Further, as the Agreement was made on 16 February 2024 the *better off overall test* requirements in Part 2-4 of the Act as amended on 6 June 2023 apply.

### **Regulation 2.06 Requirements**

[4] The signature page of the Agreement did not comply in all respects with Regulation 2.06A of the *Fair Work Regulations 2009* (Cth). An amended signature page was subsequently filed. I consider it appropriate in the circumstances to allow an amendment of a document relating to a matter before the FWC and do so pursuant to s.586(a) of the Act.

### **Notice of Employee Representational Rights (NERR)**

[5] The NERR was provided to employees on various dates between two and seven calendar days before the notification time of 11 February 2022.

[6] I am satisfied on the basis of the material before the Commission, and having had regard to s.173(3) and (4) of the Act, that the NERR was provided to employees within a reasonable period before the notification time for the Agreement.

### **Section 190 Undertakings**

[7] The employer provided written undertakings. A copy of the undertakings is attached in Annexure A. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement. The undertakings are taken to be a term of the Agreement.

### **Section 186, 187, 188 and 190**

[8] Subject to the undertakings referred to above at [7], and on the basis of the material and submissions before me, I am satisfied that each of the requirements of ss.186, 187, 188 and 190 as are relevant to this application for approval have been met.

### **Section 183 Bargaining Representatives**

[9] The Independent Education Union (IEU), being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it.

[10] In accordance with s.201(2) of the Act, I note that the Agreement covers the IEU.

## Approval

[11] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 28 March 2024. The nominal expiry date of the Agreement is 31 December 2026.



DEPUTY PRESIDENT

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## ANNEXURE A

THE FAIR WORK COMMISSION



FWC Matter No.: AG2024/436 - Application for approval of the NSW Catholic Independent Schools (Teachers-Model C) Enterprise Agreement 2023

### Section 185 – Application for approval of a multi-enterprise agreement

#### Undertaking – Section 190


The Employers covered by the NSW Catholic Independent Schools (Teachers-Model C) Enterprise Agreement 2023, undertake:

1. The maximum number of days that the employee will be required to attend during term weeks and non-term weeks is 205 in each school year. The following circumstances are not included when calculating the 205 employee attendance days:
  - (a) co-curricular activities that are conducted on a weekend;
  - (b) school related overseas and interstate trips, conferences and similar activities undertaken by mutual consent during non-term weeks;
  - (c) when the employee appointed to a leadership position is performing duties in non-term weeks that are directly associated with the leadership position;
  - (d) when the employee has boarding house responsibilities and the employee is performing those duties during term weeks and non-term weeks; and
  - (e) exceptional circumstances, such as the requirement to provide pastoral care to students in the event of a tragedy in the school community, in which an employee may be recalled to perform duties relating to their position.
  
2. Casual employees will not be engaged for longer than 4 consecutive weeks, in the absence of an agreement between the teacher and the employer to extend the period of engagement, provided the extension does not exceed:
  - (a) one term; or,
  - (b) ten weeks.

SIGNED for and on behalf of <b>Boys' Town Engadine trading as Dunlea Centre – Australia's Original Boys' Town</b> by an authorised officer in the presence of	
	
Signature of authorised officer	Signature of witness
<b>Craig Bratton – Company Secretary</b> <b>35A Waratah Road, Engadine NSW 2233</b>	<b>JOHANNA SOUTHWELL</b>
Name/title/address of authorised officer	Name of witness

.....

SIGNED for and on behalf of **Melkite Catholic Eparchy Corporation trading as Holy Saviour School** by an authorised officer in the presence of



Signature of authorised officer

**Dianne Klumpp, Principal**  
80 Waterloo Road, Greenacre NSW 2190

..... *Finance Manager* .....

Name/title/address of authorised officer



Signature of witness

..... *Gavin Caralan* .....

Name of witness

SIGNED for and on behalf of **Howayek Providence Ltd trading as Maronite College of the Holy Family**, Canberra by an authorised officer in the presence of

.....  
Signature of authorised officer

**Sr Margaret Ghosn, Executive Principal**  
23-25 Alice Street, Harris Park NSW 2150

.....  
Name/title/address of authorised officer

.....  
Signature of witness

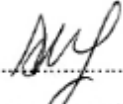

.....  
Name of witness

SIGNED for and on behalf of **Melkite Catholic Eparchy Corporation trading as Holy Saviour School** by an authorised officer in the presence of

.....

Signature of authorised officer	Signature of witness
<b>Dianne Klumpp, Principal</b> <b>80 Waterloo Road, Greenacre NSW 2190</b>	
.....	.....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **Howayek Providence Ltd trading as Maronite College of the Holy Family, Canberra** by an authorised officer in the presence of

	
.....	.....
Signature of authorised officer	Signature of witness
<b>Sr Margaret Ghosn, Executive Principal</b> <b>23-25 Alice Street, Harris Park NSW 2150</b>	
.....	<i>Elie Charbel Asmar</i>
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **Marist Schools Australia Limited trading as Red Bend Catholic College** by an authorised officer in the presence of

.....

Signature of authorised officer

Signature of witness

**Stephen Dwyer, Principal  
Red Bend Catholic College  
PO Box 312, Forbes NSW 2871**

.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **St Charbel's College Limited** by an authorised officer in the presence of



Signature of authorised officer



Signature of witness

**Fr Michael Sandrussi, Co-Principal  
142 Highclere Ave, Punchbowl NSW 2196**



.....

Name/title/address of authorised officer

**John Taouil**

Name of witness

**College by an authorised officer in the presence of**

 .....	 .....
Signature of authorised officer	Signature of witness
<b>Stephen Dwyer, Principal</b> <b>Red Bend Catholic College</b> <b>PO Box 312, Forbes NSW 2871</b> <i>Stephen Dwyer Principal</i> .....	<i>KYLE BLAGS</i> .....
Name/title/address of authorised officer	Name of witness



SIGNED for and on behalf of **St Charbel's College Limited** by an authorised officer in the presence of

.....	.....
Signature of authorised officer	Signature of witness
<b>Fr Michael Sandrussi, Co-Principal</b> <b>142 Highclere Ave, Punchbowl NSW 2196</b> .....	.....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an



SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an authorised officer in the presence of

 .....	 .....
Signature of authorised officer	Signature of witness
<b>Sr Margaret Ghosn, Executive Principal St Maroun's College 194 Wardell Road, Marrickville NSW 2204</b> .....	<i>Elie Charbel Asmar</i> .....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **St Paul's International College** by an authorised officer in the presence of

.....	.....
Signature of authorised officer	Signature of witness
<b>Sister Angelina Fong, Principal St Paul's International College 463 Argyle Street, Moss Vale NSW 2577</b> .....	.....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an authorised officer in the presence of

.....


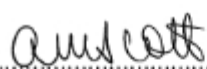
Signature of authorised officer	Signature of witness
---------------------------------	----------------------

**Sr Margaret Ghosn, Executive Principal**  
**St Maroun's College**  
**194 Wardell Road, Marrickville NSW 2204**

.....

Name/title/address of authorised officer	Name of witness
--	-----------------

SIGNED for and on behalf of **St Paul's International College** by an authorised officer in the presence of

	
---	--

Signature of authorised officer	Signature of witness
---------------------------------	----------------------

**Sister Angelina Fong, Principal**  
**St Paul's International College**  
**463 Argyle Street, Moss Vale NSW 2577**

Name/title/address of authorised officer	Name of witness
--	-----------------

*Anne-Maree Scott*



SIGNED for and on behalf of **Marist Schools Australia Limited trading as The John Berne School** by an authorised officer in the presence of

 .....	 .....
Signature of authorised officer	Signature of witness
<b>James Le Huray, Principal</b> <b>Locked Bag 6, Petersham NSW 2049</b> .....	<b>TANJA KOSOVSKI</b> .....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of **Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore** by an authorised officer in the presence of

.....	.....
Signature of authorised officer	Signature of witness
<b>Jesse Smith, Principal and CEO</b> <b>Trinity Catholic College</b> <b>1 Military Road, East Lismore NSW 2480</b> .....	.....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of <b>Marist Schools Australia Limited trading as The John Berne School</b> by an authorised officer in the presence of	
.....	.....
Signature of authorised officer	Signature of witness
<b>James Le Huray, Principal</b> <b>Locked Bag 6, Petersham NSW 2049</b>	
.....	.....
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of <b>Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore</b> by an authorised officer in the presence of	
 .....	 .....
Signature of authorised officer	Signature of witness
<b>Jesse Smith, Principal and CEO</b> <b>Trinity Catholic College</b> <b>1 Military Road, East Lismore NSW 2480</b>	
.....	<b>TANYA HARMON</b> .....
Name/title/address of authorised officer	Name of witness

# NSW Catholic Independent Schools (Teachers-Model C) Multi-Enterprise Agreement 2023

**Note - this agreement is to be read together with an undertaking given by the employer. The undertaking is taken to be a term of the agreement. A copy of it can be found at the end of the agreement.**

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## PART A – APPLICATION AND OPERATION

### 1. Title of the Agreement

This Agreement will be known as the “*NSW Catholic Independent Schools (Teachers – Model C) Multi-Enterprise Agreement 2023*”.



## 2. Coverage of the Agreement

2.1 Subject to **sub-clause 2.2**, this Agreement covers and applies to:

- (a) the Employers listed in **Annexure 3 – Employers covered by this Agreement**
- (b) Teachers employed by the Employer who work in any Recognised School operated by the Employer; and
- (c) the Union, its officers and its members.

2.2 The Agreement will not apply to the following persons:

- (a) members of a recognised religious order and/or clerks in Holy Orders, and/or Ministers of Religion, provided that application may be made on behalf of any such member to be included within the scope of this Agreement;
- (b) persons employed as Teacher's aides, helpers, assistants or supervisors in or in connection with child care, child minding centres, Before and After School Care and Vacation Care services;
- (c) persons instructing students of the school in the areas of music or other individual arts and engaged on an individual fee basis;
- (d) sports coaches and trainers (unless appointed as Teachers);
- (e) foreign language or Language Other Than English Teachers engaged to instruct students on an individual basis e.g. oral communication skills tuition or other individual tuition; and
- (f) psychologists or counsellors (unless appointed as Teachers).

### 3. Term and Operation

- 3.1** This Agreement will commence 7 days after it is approved by the Fair Work Commission ('the commencement date') and remains in force until 31 December 2026.
- 3.2** As soon as practicable after the commencement date of this Agreement the Employer will pay each Teacher the difference (if any) between the rates of pay provided in this Agreement, and the amount actually received by the Teacher for the relevant period.

**3.3 Relationship between the National Employment Standards and this Agreement**

The National Employment Standards of the *Fair Work Act 2009* (Cth) apply to a Teacher covered by this Agreement, except where this Agreement provides for a more favourable outcome for the Teacher in a particular respect.

## 4. Definitions

In this Agreement:

“**Act**” means the *Fair Work Act 2009* (Cth), as amended or replaced from time to time.

“**this Agreement**” means the “NSW Catholic Independent Schools (Teachers-Model C) Multi-Enterprise Agreement 2023.”

“**Assistant Principal**” means a Teacher appointed as such, who assists the Principal in his/her responsibility for the conduct and organisation of the school.

“**Casual Teacher**” means a Teacher engaged as a “Casual Employee” with meaning given by s15A of the Act. A Casual Teacher will not normally be employed for a period greater than four school weeks for each engagement.

“**Coordinator 1**” means a Teacher in a School appointed to be responsible for:

- (a) an area of curriculum; and/or
- (b) an identified program in a school such as pastoral care; and/or
- (c) other duties as determined by the Principal.

“**Coordinator 2**” means a Teacher in a School appointed to be responsible for:

- (a) the coordination of identified curriculum area(s); and/or
- (b) the coordination of identified program(s) such as pastoral care; and/or
- (c) the support and supervision for those responsible for the teaching and implementation of programs; and/or
- (d) other duties as determined by the Principal.

“**Coordinator 3**” means a Teacher in a School with the responsibility for major school programs or initiatives. Such programs may involve the whole school community including staff, students, parents, clergy and the wider school community. A teacher with the status of Coordinator 3 might be responsible for:

- (a) the overall staff development program; and/or
- (b) coordination of an area of curriculum; and/or
- (c) the support and supervision of those responsible for the coordination of subject areas; and/or
- (d) the overall coordination of pastoral care, curriculum development and/or implementation and evaluation in the school; and/or
- (e) other duties as determined by the Principal.

“**Employer**” means an Employer covered by this Agreement as set out in **sub-clause 2.1(a)**.

**“Equivalent Qualifications or Equivalent Course”** means a qualification or a course, as the case may be, which the Employer and the Teacher agree as being equivalent to the qualifications or course prescribed by the clause in question in this Agreement, or which the FWC or BOSTES determine as being so equivalent.

**“Full-Time Teacher”** means any Teacher other than a Casual Teacher or Part-Time Teacher.

**“FWC”** means the Fair Work Commission.

**“Graduate”** means a provisionally or conditionally accredited Teacher.

**“Highly Accomplished Teacher”** means a Teacher who is accredited at Highly Accomplished Teacher level under the *Teacher Accreditation Act 2004* (NSW).

**“Immediate Family”** is as defined in the Act.

**“Lead Teacher”** means a Teacher who is accredited at Lead Teacher level under *Teacher Accreditation Act 2004* (NSW).

**“NES”** means the National Employment Standards as set out in the Act.

**“NESA”** means the NSW Education Standards Authority, or any body that preceded or replaces such body.

**“Part-Time Teacher”** means a Teacher who is engaged to work regularly but for less than a full school week and not more than 0.8 of the normal hours which a Full-Time Teacher at the School is required to teach. A Part-Time Teacher may work more than 0.8 of the normal full-time load where an agreement has been reached by the parties. Such agreement will be recorded in writing and signed by the Teacher and representative of the Employer. Any additional terms of the agreement (such as the length of the term of the agreement and the scheduling of the time that the Teacher is not required to teach) will be included.

**“Pre-2004 Teacher”** means a Teacher employed for the first time in New South Wales prior to 1 October 2004.

**“Previous Agreement”** means the NSW Catholic Independent Schools (Teachers-Model C) Multi-Enterprise Agreement 2020.

**“Primary Department”** means that section or division of a school which provides a primary education (including infants) and includes a school which provides a primary education only.

**“Proficient Teacher”** means accreditation at the Proficient Teacher level under the *Teacher Accreditation Act 2004* (NSW).

**“Promotion Position/s”** means the position of Assistant Principal, Coordinator 1, 2 or 3

**“Recognised Higher Education Institution”** means an Australian university recognised by the relevant Australian tertiary education authority from time to time or a former College of Advanced Education recognised by the Tertiary Education Commission.

“**Recognised School**” means a school registered under the provisions of the *Education Act 1990* (NSW) or any registered special school within the meaning of that Act or school for children with disabilities.

“**School Service Date**” means the usual commencement date of employment at a School for Teachers who are to commence teaching on the first day of the first term.

“**Secondary Department**” means that section or division of a school which is not a primary department and includes a school which provides a secondary education only.

“**Statement of Service**” means a statement from an Employer on official letterhead that contains the date that the Teacher started employment, the termination date, classification, whether service was full-time, part-time or casual, whether any paid promotion positions were held and whether any leave without pay was taken.

“**Teacher**” means a person employed as such in a Recognised School.

“**Teacher-Librarian**” means a Teacher appointed as such.

“**Temporary Teacher**” means a Teacher employed to work full-time or part-time for a specified period, which is greater than four school weeks. A Teacher may be employed as a Temporary Teacher in the following circumstances:

- (a) where a Teacher is employed to replace a Teacher on leave or secondment
- (b) where a school’s staffing is to be reduced in the following year overall or in a department (in a secondary school). This may include but is not limited to circumstances such as declining enrolments or school amalgamations.
- (c) where a Teacher is employed on a specific program not funded by the Employer, or a new program or initiative funded by the Employer which is not of an ongoing nature.
- (d) where a Teacher resigns during a school year and the usual Employer practice is that such positions are filled on a temporary basis; or
- (e) where an ongoing position has not been able to be filled using normal selection criteria and the Teacher has been informed of this in writing prior to the appointment

Applicants must be advised in writing prior to accepting a position that it is temporary, the expected length of the appointment and the reason why it is temporary, and such reason being one of the reasons specified above.

In the case of **paragraph (a)**, the appointment may be for the whole of the period of leave or secondment of the Teacher.

In the case of **paragraphs (b) and (c)**, the appointment may be for a period of up to two full school years. The Employer, the Union and the Teacher may agree to extend the temporary period of appointment beyond two years. The Union shall not withhold its consent unreasonably.

In the case of **paragraph (d)** the appointment may be for not longer than the end of the school year in which the appointment occurs.

In the case of **paragraph (e)** the appointment may be for a period of up to one full school year.

The provisions of Chapter 2, Division 5 - Fixed Term Contracts (Sections 333E-333L) of the Act as amended from time to time, will apply

**“Union”** means the Independent Education Union of Australia.

## PART B – TERMS OF ENGAGEMENT

### 5. Terms of Engagement

#### 5.1 Letter of Appointment

- (a) The Employer will provide a Teacher (other than a Casual Teacher), on appointment, with a letter stating the classification and rate of salary as at appointment, the normal teaching load that will be required, and an outline of superannuation benefits available to Teachers at the school.
- (b) In the case of a Part-time Teacher, the letter of appointment will also include the Teacher's teaching load expressed as a percentage of a full-time load in the school. The Employer cannot vary a Part-time Teacher's teaching load or days of attendance unless:
  - (i) the Teacher agrees; or
  - (ii) where such a variation is required as a result of a change in funding, enrolment or curriculum, the Employer provides 7 weeks' notice in writing; or where the reduction would result in a reduction in salary, the salary of the Teacher is maintained for a period of 7 weeks.

5.2 A casual Teacher's entitlement to casual conversion is provided for in Chapter 2, Part 2-2, Division 4A of the Act (Sections 66A-66M), as amended from time to time. The provisions of Division 4A of the Act are not affected by this Agreement.

#### 5.3 Selection and Appointment Procedures

Normally teaching positions, except temporary positions of up to one term's duration and casual positions, will be appropriately advertised and appointments will be made following a selection process. Appointments will be made based on merit and suitability in accordance with Employer selection and appointment procedures.

#### 5.4 Mission, Teachings, and Ethos

Teachers are required to support the mission, teachings and ethos of the Catholic Church's work in schools. It is expected that they:

- (a) acknowledge and accept that their work in schools is part of the mission of the Catholic Church;
- (b) agree in the performance of their role to uphold the mission, teachings and ethos of the Catholic Church in Catholic Education;
- (c) will avoid any influence on students that is not consistent with such mission, teachings or ethos.

It is acknowledged that Employers specify and may continue to specify other expectations and requirements in respect of the above in contracts of employment, policies, or guidelines.

#### 5.5 Normal Duties

The normal duties of Teachers will include playground duties, sports duties, and usual co-curricular and extra-curricular activities and, in relation to Teachers appointed to residential positions, the usual residential and other duties as required.

#### **5.6 Meal Break**

A Teacher will be entitled to a minimum of 30 consecutive minutes as a meal break during which period a Teacher will not be required to hold meetings, supervise, teach or coach sport, team games, cultural or academic activities.

#### **5.7 Ordinary Weekly Hours of Work**

- (a) This sub-clause supplements the NES that deals with maximum weekly hours.
- (b) The ordinary hours of a Teacher under this Agreement may be averaged over a 12 month period.

#### **5.8 Support for Graduate Teachers**

- (a) It is the responsibility of the individual Graduate Teacher to achieve accreditation at the level of Proficient Teacher within the required timeframes. The Employer will support the Graduate Teacher to obtain accreditation at the Proficient Teacher level, which will include participation in an orientation and/ or induction program, providing regular feedback, and may include providing a mentor teacher and other measures that the Employer may deem appropriate.
- (b) A Graduate Teacher is required to engage in ongoing discussions with their Employer regarding their progress in meeting the Proficient Teacher standard. In the event that either a Graduate Teacher or their mentor(s) have concerns in regard to the support being provided, they should discuss the matter with the relevant supervisor or Coordinator. If concerns remain, the matter should be referred to the Principal. In the event that the matter remains unresolved, the matter may be dealt with in accordance with **Clause 18 - Dispute Procedures**.
- (c) Where an Employer considers that a Graduate Teacher may not complete their accreditation at Proficient Teacher standard within the legislated timeframes, the Employer will advise the Teacher of this and the reasons why at the commencement of the final term of the teacher's second year of teaching. The representative of the Employer will meet with the Teacher to develop a plan to support the Teacher to reach Proficient Teacher level.

#### **5.9 Statement of Service**

- (a) Upon the termination of the employment of a Teacher (other than a Casual Teacher), the Employer will provide a statement of service.
- (b) Upon request, a Casual Teacher will be supplied with a statement setting out the number of days of duty undertaken by the Teacher during the period of the engagement, provided such request is made during or on termination of the casual engagement.



## 6. Termination of Employment

### 6.1 Period of Notice

Subject to **subclause 6.2**, the employment of any Teacher (other than a Casual Teacher) will not be terminated by the Employer or the Teacher without at least four school term weeks' notice, or the payment of four weeks' salary in lieu of notice. Four school term weeks' notice must expire in the term it is given either:

- (a) at the end of the said school term; or
- (b) at least two weeks before the end of the said school term.

An Employer must give the Teacher written notice of the day of termination. If an Employer does not provide the minimum period of notice as provided in this **Clause 6 - Termination of Employment**, the Employer must pay the Teacher before terminating employment an amount in lieu of notice of at least the amount the Employer would have been liable to pay the Teacher had the Teacher continued to work until the end of the notice period.

### 6.2 Additional Period of Notice for Teachers

Where:

- (a) the Teacher has completed more than five years' continuous service with the Employer; and
- (b) the Teacher is over 45 years of age

the Teacher will receive an additional one week of notice to that provided in subclause 6.1. There is no requirement on the Teacher to give the additional notice set out in this subclause.

### 6.3 Summary Dismissal

**Subclauses 6.1 and 6.2** will not affect an Employer's right to dismiss a Teacher without notice for serious misconduct.

### 6.4 Payments Due on Termination

- (a) The Employer must pay a Teacher no later than seven days after the day on which the Teacher's employment terminates:
  - (i) the Teacher's wages under this Agreement for any complete or incomplete pay period up to the end of the day of termination; and
  - (ii) all other amounts that are due to the Teacher, including any payments which may be due in lieu of annual leave and/or long service leave.

The requirement to pay wages and other amounts under **paragraph 6.4(a)** is subject to further order of the FWC and the Employer making deductions authorised by this Agreement or the Act.

*NB: Under the provisions of **subclause 6.1** payment in lieu of notice must be paid prior to or on the date of termination. Under long service leave legislation any untaken long service leave shall be paid without delay on termination.*

- (b) If a Teacher fails to give the notice specified in **subclause 6.1 Period of Notice**, an amount equal to payment for the period of notice not given by the Teacher shall be a debt owed by the Teacher to the Employer. An Employer may withhold from any amount payable under this Agreement, an amount for the period of notice not given by the Teacher or two weeks (whichever is the lesser) only when the Teacher provides authorisation for such a deduction in accordance with s324 of the Act.

## **6.5 Payment on Termination**

- (a) A Full-time, Part-Time or Temporary Teacher will be entitled on termination of employment to a payment calculated in accordance with this clause which will apply:
- (i) in lieu of the corresponding provisions of the Act; and
  - (ii) notwithstanding any other provisions in this Agreement.

### **Calculation of Payments**

- (b) A payment made pursuant to this clause to a Teacher whose teaching hours have remained constant during the school year in which the termination is effective will be calculated in accordance with the following formula:

$$\begin{aligned} 1. \quad & \frac{A \times B}{C} = D \\ 2. \quad & D - E = F \\ 3. \quad & \frac{F \times G}{2} = H \end{aligned}$$

where:

**A** is the number of term weeks worked by the Teacher since the School Service Date.

**B** is the number of non-term weeks in the school year.

**C** is the number of term weeks in the school year.

**D** is the result in weeks.

**E** is the number of non-term weeks worked by the Teacher since the School Service Date.

**F** is the result in weeks.

**G** is the Teacher's current fortnightly salary.

**H** is the amount due.

- (c) A payment made pursuant to this clause to a Teacher whose teaching hours have varied during the course of the school year in which the termination is effective will be calculated in accordance with the following formula:

1.  $A - B = C$
2.  $\frac{C \times D}{E} = F$
3.  $F - B = G$

where:

**A** is the total salary paid to the Teacher since the School Service Date.

**B** is the salary paid to the Teacher in respect of non-terms weeks since the School Service Date.

**C** is the salary paid to the Teacher in respect of term weeks since the School Service Date.

**D** is the total number of non-term weeks in the school year.

**E** is the total number of term weeks in the school year.

**F** is the result in dollars.

**G** is the amount due.

# PART C – CLASSIFICATIONS, RATES OF PAY AND ALLOWANCES

## 7. Classifications

### 7.1 Classifications

- (a) A Full-time, Part-time or Casual Teacher will be classified in accordance with this **Clause 7 Classifications**, based on their level of accreditation and teaching service.
- (b) Graduate
  - (i) A provisionally or conditionally accredited Teacher and a Proficient Teacher with less than two years' full-time equivalent service will be classified as Graduate.
  - (ii) From the first full pay period on or after 9 October 2023, the Graduate classification will have two salary steps. Teachers classified as Graduate will transition to the new steps as follows:
    - (A) a Graduate with up to one year of service will transition to Graduate 1; and
    - (B) a Graduate with more than one year of service will transition to Graduate 2.
  - (iii) Graduates who are appointed on or after the first full pay period on or after 9 October 2023 will commence on Graduate 1 or Graduate 2 determined by their full-time equivalent service as set out in subclauses 7.3, 7.4 and 7.5.
- (c) Proficient, Level 1 – 5
  - (i) A Teacher who is accredited as a Proficient Teacher and has completed a minimum two years' full-time equivalent service, will be classified as Proficient.
  - (ii) A Teacher's full-time equivalent service will determine the appropriate Proficient Level at which a Teacher will commence. Subject to **subparagraph 7.1(c)(iii)**, a Teacher's full-time equivalent service is to be calculated from the later of two dates
    - the date on which the Teacher achieved Proficient Teacher accreditation OR the date on which the Teacher completed two years' full-time equivalent service.

For example: A Teacher achieved Proficient Teacher accreditation on 1 July 2017 and completed two years' full-time equivalent service on 1 September 2017. The Teacher's classification would be Proficient 1 from the commencement of the first full pay period after 1 September 2017.
  - (iii) A Pre-2004 Teacher who was accredited by NESAs as Proficient from 1 January 2018 shall be deemed to be Proficient under this Agreement from the date on which the Teacher completed two years' full-time equivalent service.
- (d) Highly Accomplished

- (i) A Teacher who is accredited as a Highly Accomplished Teacher, and maintains that accreditation, will be classified as Highly Accomplished. Accreditation as a Highly Accomplished Teacher is voluntary.
  - (ii) The Employers recognise that Highly Accomplished Teachers make an important contribution to their schools and communities by modelling high quality teaching for their colleagues and leading other Teachers in the development and refinement of their teaching practice to improve student learning outcomes. Following consultation with the Teacher, and where the Teacher consents, the Employer may allocate a Highly Accomplished Teacher to provide mentoring, coaching or training to Teachers.
  - (iii) A Teacher is not entitled to receive a Promotion Position allowance in addition to the Highly Accomplished salary. A Teacher in a Promotion Position who is also accredited as a Highly Accomplished Teacher is entitled to the higher of either the Highly Accomplished salary or their Proficient salary and Promotion Position allowance.
- (e) Lead Teacher
- (i) A Teacher who is accredited as a Lead Teacher, and maintains that accreditation, will be classified as Lead Teacher. Accreditation as a Lead Teacher is voluntary.
  - (ii) The Employers recognise that Lead Teachers apply skills and in-depth knowledge and understanding to deliver effective lessons and learning opportunities and share this information with colleagues and teacher education students. They describe the relationship between highly effective learning and teaching to influence colleagues to improve their own professional practice. Lead teachers represent the school and the teaching profession in the community.
  - (iii) A Teacher is not entitled to receive a Promotions Position allowance in addition to the Lead Teacher salary. A Teacher in a Promotion Position who is also accredited as a Lead Teacher is entitled to the higher of either the Lead Teacher salary or their Proficient salary and Promotion Position allowance.

## 7.2 Progression

- (a) A Teacher will progress as follows:
  - (i) Progression from Graduate 1 to Graduate 2 will occur on the completion of one year of full-time equivalent service.
  - (ii) A Teacher will progress from Graduate to Proficient, Level 1 when they have completed a minimum of two years' full-time equivalent service and gained accreditation at Proficient Teacher.
  - (iii) For Graduate Teachers who transition to Graduate 1 or Graduate 2 under **subparagraph 7.1(b)(ii)**, previous service at the Graduate salary step will be deemed to be service at Graduate 1 or Graduate 2 as appropriate. Following transition, the Graduate Teacher will progress in accordance with **subparagraphs 7.2(a)(i) or (ii)**.

Example:

A Graduate Teacher who has completed 1.5 years' full-time teaching service at the transition date will transition to Graduate 2 and be deemed to have completed 0.5 years' teaching service at Graduate 2. The Teacher will progress to Proficient 1 when they have completed a further 0.5 years' full-time teaching service, provided they are accredited or registered as a Proficient Teacher.

- (iv) A Teacher will progress to the next Level within the Proficient classification upon completion of 12 months' full-time equivalent service.
  - (v) Subject to **subparagraphs 7.1(d) and 7.1(e)**, a Teacher classified at Proficient will progress to Highly Accomplished or Lead Teacher upon achieving accreditation at Highly Accomplished Teacher or Lead Teacher. Where a Teacher does not maintain Highly Accomplished Teacher or Lead Teacher accreditation, they will revert to the Proficient Level and rate of pay determined in accordance with **subclause 7.1(c)** from the commencement of the first full pay period after the date accreditation is not maintained.
- (b) Progression will occur from the commencement of the first full pay period after the date the Teacher satisfies the relevant progression requirement/s provided in **subparagraph 7.2(a)**.

### 7.3 Full-Time Equivalent Service

- (a) For the purpose of this clause, full-time equivalent service means teaching service equivalent to full-time teaching service in a Recognised School or in schools certified or registered under the appropriate legislation in other States or Territories of the Commonwealth of Australia. For the purpose of calculating service:
- (i) Any employment as a Full-Time Teacher (including employment as a Temporary Full-Time Teacher) will be counted as service;
  - (ii) The amount of service of a Part-Time Teacher (including a Temporary Part-Time Teacher) will be calculated by reference to the ratio which the number of hours taught by the Teacher in any year bears to the normal number of hours taught by a Full-Time Teacher at the School in the same year;
  - (iii) The amount of service of a Casual Teacher will be calculated on the basis that 204 casual days are equivalent to one year of full-time teaching service.
- (b) For the purpose of calculating the full-time equivalent years of service referred to in **subclauses 7.1 and 7.2**, periods of leave without pay and unpaid parental leave will not count as service.

### 7.4 Credit for Overseas service

All qualified teaching employment overseas (including casual, temporary and permanent) in a recognised primary or high school (students aged 5 – 18 years) shall be counted as teaching service, provided that while undertaking that teaching service, the Teacher held a teacher education qualification recognised by NESA as sufficient to grant Provisional accreditation. Overseas service shall be recognised in accordance with **subclause 7.3**, provided that incomplete years of service shall be disregarded from the cumulative total under this paragraph.

## 7.5 Early Learning Teaching Service

- (a) Subject to **subparagraphs 7.5(b) and 7.5(c)**, any service after 1 January 2020 as an Early Childhood Teacher in an Early Childhood Education Centre shall be counted as teaching service in accordance with **subclause 7.3**.
- (b) Service as an Early Childhood Teacher means service whilst a Teacher is accredited as such by NESAs or an equivalent inter-state teacher registration authority.
- (c) An Early Childhood Education Centre means a centre based early childhood education and care service as defined in Section 5 of the Children (Education and Care Services) National Law but does not include an out of school hours care service or family day care service.

## 7.6 Process for Applying for Credit for Service

- (a) Upon appointment, a Teacher will be advised in writing of all types of previous service (including full-time and part-time teaching, casual teaching, teaching in early learning centres, etc) in Australia or overseas recognised under this Agreement and of the documentation required to substantiate such previous service. The Employer may also request the Teacher to provide documentation to substantiate the Teacher's accreditation status and the date such accreditation was achieved.
- (b) An application by a Teacher for recognition of previous teaching service pursuant to **subclauses 7.3, 7.4 and 7.5** will be supported by a statement of service on official letterhead which confirms the period of service to be recognised.
- (c) Where an Employer considers that the documentation provided by a Teacher who is appointed by the Employer, does not meet the requirements of this subclause with the consequence that the Employer will not recognise the relevant period of service or the Teacher's accreditation status, such view shall be advised to the Teacher in writing as soon as reasonably practicable.
- (d) Subject to **subparagraph 7.6(e)**, an application for recognition of previous service shall be granted, if successful, from the date the application was received by the Employer. However, in the case where the application was received within one school term of the date the Teacher commenced employment with the Employer, the application shall be granted from the date of commencement.
- (e) Notwithstanding **subparagraph 7.6(d)**, a Teacher may only apply for recognition of service pursuant to **subclause 7.4 Credit for Overseas Service or subclause 7.5 Early Learning Teaching Service** by submitting an application no later than twelve months following the date they commence employment with the Employer.

## 7.7 Proficient Pending

- (a) **'Proficient Pending'** Teacher means a Teacher who has a minimum of at least two years full-time equivalent teaching service in Australia, or at least three years full-time equivalent teaching service in the case of overseas service; and has Provisional Teacher accreditation but does not have NESAs Proficient Teacher accreditation for one of the following reasons:

- (i) the Teacher previously had Proficient Teacher status but no longer has that status with NESAs; or
  - (ii) the Teacher was a Pre-2004 Teacher and was therefore not required by NESAs to attain Proficient Teacher accreditation;
  - (iii) the Teacher was previously employed in another state or territory in Australia, has obtained Proficient Teacher status (or equivalent) in that jurisdiction and is seeking mutual recognition of that status with NESAs; or
  - (iv) the Teacher has overseas teaching service.
- (b) The Proficient Pending Teacher will be placed on the relevant level within the Proficient classification according to his or her teaching service (that is, not including a period of two years of full-time equivalent teaching service, which is deemed to be service as a Graduate). The Teacher will remain classified as a Proficient Pending Teacher for one year full-time equivalent teaching service, during which period the Teacher may apply for Proficient Teacher accreditation or apply for mutual recognition (in the case of an interstate Teacher) with NESAs.
- (c) On attaining Proficient Teacher accreditation, the Teacher will be classified as Proficient. If the Teacher does not attain Proficient Teacher accreditation within the time frame specified in (b) above, the Teacher will be paid as a Graduate 2 until the Teacher achieves Proficient Teacher accreditation; on such date the Teacher will progress to the relevant Proficient Teacher step based on his/her service.
- (d) If a Teacher fails to attain Proficient Teacher accreditation for Proficient Pending status they will not be eligible for any future approval for Proficient Pending status by an Employer under this Agreement other than in cases of exceptional and compelling circumstances, including carer's responsibilities which will be assessed on a case-by-case basis.

For example: An overseas teacher with five years' full-time equivalent service who holds Provisional Accreditation with NESAs is initially classified as Proficient Pending and placed at Proficient Level 4. If after 12 months' full-time equivalent service they do not attain Proficient Teacher accreditation from NESAs, they will be paid as a Graduate Teacher until they attain Proficient Teacher accreditation. If such a Teacher then takes a further 13 months full-time equivalent service to attain Proficient Teacher accreditation, they will progress to Proficient 5. (Noting that service completed since the commencement of employment with the Employer counts as service for determining their Pay Point within Proficient Levels 1-5).



## 8. Salaries, Allowances and Related Matters

### 8.1 Salaries Payable

The minimum annual rate of salary payable to Full-time Teachers in schools will be in accordance with the Teacher's accreditation and experience as set out in **Clause 7-Classifications and in Table 1A in Pay Schedule 1 of Part G - Monetary Rates**. Fortnightly rates will be calculated by multiplying the annual salary by 14 and dividing by 365 with the answer rounded to two decimal points.

### 8.2 Payment of Salary

- (a) The salary payable to a Teacher other than a Casual Teacher pursuant to this clause, will be payable fortnightly.
- (b) The salary payable to a Teacher, pursuant to this clause, will be payable at the election of the Employer by cash, cheque or Electronic Funds Transfer into an account nominated by the Teacher.

### 8.3 Payment of Part-Time, Temporary and Casual Teachers

- (a) Subject to **paragraph 8.3(b)**, a Part-Time Teacher, including a temporary Part-Time Teacher, will be paid at the same rate as a Full-Time Teacher with the same classification, but in that proportion which the number of hours which are normal teaching hours bear to the hours which a Full-Time Teacher at the school is normally required to teach.
- (b) A Part-Time Teacher-Librarian, including a Temporary Part-Time Teacher-Librarian, will be paid at the same rate as a Full-Time Teacher-Librarian with the same classification, but in that proportion which the number of hours which are the normal working hours bears to the hours of a Full-Time Teacher-Librarian at school is normally required to work. If there is no Full-Time Teacher-Librarian employed at the school the proportion will be based on the numbers of hours which a Full-Time Teacher-Librarian at the school would be required to work if employed.
- (c) No Part-Time Teacher will be required to attend school on any day on which he or she is not required to teach, except to attend occasional school activities as reasonably required. A Part-Time Teacher will be allocated other duties on a pro-rata basis.
- (d) Part-Time Teachers will be required to attend school on the number of days per week which is generally consistent with their scheduled teaching load, provided that the Principal has sufficient flexibility to ensure that the needs of pupils are met. In the event of a dispute between the Teacher and the principal in relation to this clause, the parties will follow the procedure set out in **Clause 18 - Dispute Procedures of this Agreement**.
- (e) Casual Teachers
  - (i) The minimum rates of pay for a Casual Teacher have been calculated by taking the appropriate annual rate in **Table 1B in Pay Schedule 1 of Part G - Monetary Rates**, dividing by 204 in the case of a daily payment and 408 in the case of a half daily payment, and in each case adding a 5% loading, rounded to two decimal places. The appropriate rates are Graduate/Graduate 1 and Proficient 1.

- (ii) The Casual Teacher will be placed on Graduate or Proficient in accordance with their classification pursuant to **Clause 7 Classifications**.
- (iii) The casual rates include a loading which is in compensation for annual leave, leave loading, personal/carers leave and redundancy payments. These rates include the pro rata payment in respect of annual leave pursuant to the NES

#### 8.4 Travelling Expenses

- (a) Where the use of a vehicle is required in connection with employment, other than for journeys between home and place of employment, the Teacher will be paid an allowance in accordance with **Pay Schedule 2 – Other Rates of Part G - Monetary Rates**. This allowance will be increased in line with CPI Increases (All Groups, Weighted average of eight capital cities).
- (b) Travelling and other out of pocket expenses reasonably incurred by a Teacher in the course of duties required by the Employer, will be reimbursed by the Employer.

#### 8.5 Payment for Supervision of Student Teachers

Where supervision of the teaching of a student Teacher is required as a part of a Teacher's duty, the Teacher will receive all payments made by the student Teacher's training institution for such supervision.

#### 8.6 Overpayment or Underpayment

Where an Employer becomes aware that payments have been made over or under entitlements provided for under the Agreement, the Teacher will be notified and the parties will attempt to reach agreement on the money due or to be recovered. If the parties are unable to reach agreement, either party may have recourse as provided for in Clause 18 - Dispute Procedures.

#### 8.7 Annual Remuneration

- (a) Notwithstanding **subclause 8.2 Payment of Salary**, an Employer may offer and a Teacher may elect to receive his or her annual remuneration as a combination of salary (payable fortnightly) and benefits payable by the Employer. The sum total of such salary, benefits, fringe benefits tax and Employer administrative charge will equal the appropriate salary and allowance prescribed by **subclause 8.1- Salaries Payable, subclause 8.8 Special Education Teacher Allowance and subclause 9.1 - Salaries and Allowances for Promotions Positions**.
- (b) The Employer will determine the range of benefits available to the Teacher and the Teacher may determine the mix and level of benefits as provided in **paragraph 8.8(a)**.
- (c) Any payment calculated by reference to the Teacher's salary and payable either:
  - (i) during employment; or
  - (ii) on termination of employment; or
  - (iii) on death

will be at the rate prescribed by **subclause 8.1 - Salaries Payable**, **subclause 8.8 Special Education Teacher Allowance** and **subclause 9.1 - Salaries and Allowances for Promotions Positions**.

#### **8.8 Special Education Teacher Allowance**

- (a) Teachers appointed to teach classes of children with a disability shall be paid in addition to the salaries provided for in **Clause 8 Salaries, Allowances and Related Matters** an allowance set out in **Pay Schedule 2 – Other Rates**.
- (b) A principal Teacher of a school for children with a disability shall be paid, in addition to the salaries provided in **Clause 8 Salaries, Allowances and Related Matters** and the allowance provided in **paragraph 8.8 (a)**, a further allowance at the rate as set out in **Pay Schedule 2 – Other Rates** for each member of staff being supervised, provided that the maximum payment for such further allowance shall be as set out in the Schedule.

## 9. Promotion Positions

### 9.1 Salaries and Allowances for Promotions Positions

The minimum annual salary or allowance payable to Teachers appointed to promotion positions will be as set out in the **Table 1C in Pay Schedule 1 of Part G - Monetary Rates** for that school and shall be payable fortnightly. Where an allowance is payable, it will be in addition to the salary payable to the Teacher under **subclause 8.1 Salaries Payable**. Fortnightly rates will be calculated by multiplying the annual rate by 14 and dividing by 365 with the answer rounded to two decimal points.

### 9.2 Acting Appointments

If an Employer appoints a Teacher to act in a promotion position for ten or more consecutive school days, the Employer must pay the Teacher the rate prescribed for that position.

### 9.3 Appointment on Merit

All appointments will be made on the basis of merit and suitability and in accordance with documented Employer selection and appointment procedures and will normally and appropriately be advertised. Upon appointment, a Teacher will be informed of professional expectations and duties.

### 9.4 Minimum Number of Promotions

- (a) The minimum number of promotion positions required to be appointed will be as set out in **subclause 9.5 - Promotion Positions in Primary and Secondary Departments**, provided that where there is a programme of work in an area of instruction (including curriculum sporting instruction) in a Secondary Department the hours of which aggregate more than 54 hours per week averaged over the school year a Coordinator 2 will be appointed to co-ordinate such area of instruction.
- (b) In determining an area of instruction, an Employer may aggregate two or more subjects to comprise an area of instruction, provided that the total hours aggregated do not exceed 108 hours per week averaged over the school year. Where hours per week exceed 108 hours per week the area of instruction will attract the equivalent of a Coordinator 3. There is no requirement to appoint a Coordinator 3 as such, the position may be filled by appointing a Coordinator 2 assisted by a Coordinator 1.

### 9.5 Promotion Positions– Primary and Secondary Departments

- (a) The position of Assistant Principal will be appointed where the enrolment at the previous year's census date in a Secondary Department exceeds 200 students or in a Primary Department where the enrolment at the previous year's census date exceeds 100 students. Provided that an Assistant Principal need only be appointed in a Primary Department where the school only consists of a Primary Department or the Primary Department of the school is at a different location from the Secondary Department.
- (b) The minimum number of promotions positions required to be appointed in a Secondary Department will be determined in accordance with the points as set out in the following table:

<b>Secondary Enrolments at Previous Year's Census Date</b>	<b>Number of Points</b>
1 – 200	2
201 – 300	4
301 – 400	6
401 – 500	8
501 – 600	12
601 – 700	14
701 – 800	22
801 – 900	22
901 +	24

Note: This table does not include the positions of Principal or Assistant Principal. The position of Information Technology Coordinator (where appointed) is included.

The number of promotion positions (not including Assistant Principal) required to be appointed will be calculated by allowing one point for each Coordinator 1, two points for each Coordinator 2 and three points for each Coordinator 3.

- (c) The minimum number of promotions positions required to be appointed in a Primary Department will be determined in accordance with the points as set out in the following table:

<b>Primary Enrolments at Previous Year's Census Date</b>	<b>Number of Points</b>
1 – 100	-
101 – 200	-
201 – 250	2
251 – 300	2
301 – 400	2
401 – 500	4
501 – 600	4
601 – 700	6
701 – 800	6
801 +	6

Note: This table does not include the positions of Principal or Assistant Principal.

The number of promotion positions (not including Assistant Principal) required to be appointed will be calculated by allowing one point for each Co-ordinator 1, two points for each Co-ordinator 2 and three points for each Co-ordinator 3.

**9.6 Period of Appointment**

The period of appointment will be as agreed between the Employer and Teacher on appointment.

## 10. Superannuation

### 10.1 Definitions

For the purposes of this clause:

- (a) “Basic Earnings” means:
- (i) the minimum annual rate of pay prescribed for the Teacher by **subclause 8.1 – Salaries Payable**;
  - (ii) allowances or salaries paid in respect of promotion positions pursuant to **Clause 9 – Promotions Positions**;
  - (iii) allowances paid in respect of **subclause 8.8 - Special Education Teacher Allowances**;
  - (iv) the amount of any payment made to the Teacher pursuant to **Clause 11 Annual Adjustment of Salary** and **Clause 6 - Termination of Employment**; and
  - (v) any other payment that is ‘*ordinary time earnings*’ (OTE) as defined in subsection 6(1) of the *Superannuation Guarantee (Administration) Act 1992 (SGAA)*.
- (b) “Fund” means:
- (i) NGS Super or successor;
  - (ii) the Employer’s default Fund;
  - (iii) any other complying superannuation fund into which the Employer is able to pay the Teacher’s superannuation and which is nominated by the Teacher;
  - (iv) an Employee’s existing superannuation fund (stapled super fund).

provided that, if offered as a default Fund, the Fund offers a MySuper product as defined by the *Superannuation Industry (Supervision) Act 1993*.

### 10.2 Benefits

- (a) Each Employer shall, in respect of each Teacher who is entitled to superannuation payments under the SGAA, pay superannuation contributions into the Fund nominated by the Teacher at the relevant charge percentage rate prescribed by the SGAA of the Teacher’s Basic Earnings.
- (b) Any future increases to the charge percentage rate in prescribed by the SGAA will take effect at the date of commencement of any such increase.
- (c) Where a new Teacher commences employment, the Employer shall advise the Teacher in writing of the Teacher’s superannuation entitlements under this Agreement and of the available Funds (including NGS Super) within two weeks of the date of commencement of employment. The Teacher shall advise the Employer in writing of their choice of Fund. If the Teacher does not nominate a Fund and the Teacher does not have a stapled super fund, the Employer may nominate a default Fund.

### **10.3 Transfers between Funds**

If a Teacher is eligible to belong to more than one Fund, the Teacher will be entitled to notify the Employer that the Teacher wishes the Employer to pay contributions in respect of the Teacher to a new Fund. The Employer will only be obliged to make such contributions to the new Fund where the Employer has been advised in writing:

- (a) of the Teacher's application to join the other Fund; and
- (b) that the Teacher has notified the trustees of the Teacher's former Fund that the Teacher no longer wishes the contributions which are paid on the Teacher's behalf to be paid to that Fund.

### **10.4 Exceptions**

An Employer shall not be required to make contributions under this Agreement in respect of a Teacher who:

- (a) is absent from his or her employment without pay, for such period of absence without pay; or
- (b) is under the age of 18 years old and works less than 30 hours per week; or
- (c) is otherwise referred to in section 27 of the SGAA.



## PART D – LEAVE

### 11. Annual Adjustment of Salary

#### 11.1 Application

This clause will apply in lieu of the corresponding provisions of the Act and notwithstanding any other provisions of this Agreement.

#### 11.2 The provisions of this clause shall apply as set out in the relevant subclauses where:

- (a) a Teacher (other than a Casual Teacher) commences employment after the School Service Date;
- (b) a Teacher (other than a Casual Teacher) takes approved leave without pay or unpaid parental leave for a period which (in total) exceeds 20 pupil days in any year; or
- (c) the normal teaching hours of the Teacher have varied since the School Service Date.

#### 11.3 Calculation of Payments

- (a) A payment made pursuant to **paragraphs 11.2(a) or (b)** shall be calculated in accordance with the following formula:

Steps	Formula
1	$\frac{A \times B}{C} = D$
2	$D - E = F$
3	$\frac{F \times G}{2} = H$

Where:

**A** is the number of term weeks worked by the Teacher since the School Service Date

**B** is the number of non-term weeks in the school year

**C** is the number of term weeks in the school year;

**D** is the result in weeks

**E** is the number of non-term weeks worked by the Teacher since the School Service Date

**F** is the result in weeks

**G** is the Teacher's current fortnightly salary

**H** is the amount due

- (b) A payment made pursuant to **paragraph 11.2 (c)** to a Teacher whose normal teaching hours have varied shall be calculated in accordance with the following formula:

Steps	Formula
1	$A - B = C$
2	$\frac{C \times D}{E} = F$
3	$F - B = G$

Where:

**A** is the total salary paid to the Teacher since the School Service Date

**B** is the salary paid to the Teacher in respect of non-term weeks since the School Service Date

**C** is the salary paid to the Teacher in respect of term weeks since the School Service Date

**D** is the total number of non-term weeks in the school year

**E** is the total number of term weeks in the school year

**F** is the result in dollars

**G** is the amount due

#### 11.4 Teachers who Commence Employment after the School Service Date

- (a) A Teacher who commences employment after the School Service Date shall be paid from the date the Teacher commences provided that, at the end of Term 4, the Teacher shall be paid an amount calculated pursuant to **subclause 11.3** of this clause and shall receive no other salary until his or her return to work in the following school year.
- (b) In each succeeding year of employment, the anniversary of appointment of the Teacher for the purposes of this clause shall be deemed to be the School Service Date.

#### 11.5 Teachers who Take Approved Leave Without Pay or Unpaid Parental Leave

Where a Teacher takes leave without pay or unpaid parental leave with the approval of the Employer for a period which (in total) exceeds 20 pupil days in any year, the Teacher shall be paid salary calculated in accordance with this clause as follows:

- (a) If the leave commences and concludes in the same school year payment shall be calculated and made at the conclusion of Term 4 of that school year.
- (b) If the leave is to conclude in a school year following the school year in which the leave commenced:
- (i) at the commencement of the leave a payment shall be calculated and made in respect of the school year in which the leave commences; and

- (ii) at the end of Term 4 in the school year in which the leave concludes a payment shall be calculated and made in respect of that school year.
- (c) Where a Teacher who has received a payment pursuant to **paragraph 11.5(b)** returns from leave in the same year rather than the next school year as anticipated, then the Teacher shall be paid at the conclusion of Term 4 as follows:
  - (i) by applying the formula in **paragraph 11.3(a)** been made to the Teacher as if no payment had at the commencement of leave;
  - (ii) by deducting from that amount the amount earlier paid to the Teacher.

#### **11.6 Teachers Whose Hours Have Varied**

Where the hours that a Teacher normally teaches at a school have varied since the School Service Date in any school year and the Teacher's employment is to continue into the next school year, the Teacher shall be paid throughout the summer pupil vacation as follows:

- (a) the amount due pursuant to the formula in **paragraph 11.3(b)** shall be calculated; and
- (b) the Teacher shall continue to receive in each fortnight of the pupil vacation period the same amount as his or her ordinary pay in the last fortnight of the school term until the total amount received by the teacher during the pupil vacation period is the same as the amount calculated above.

(Note: this will have the consequence that the last fortnight of the pupil vacation period in which the Teacher is paid the amount received will differ from the pay in the preceding fortnights).

- 11.7** Notwithstanding the provisions of **subclause 11.1**, a Teacher shall not pursuant to this clause, be paid an amount in respect of a year of employment which is less than the amount to which the Teacher would otherwise be entitled under the provisions of the Act, in respect of a year of employment.

## 12. Annual Leave and Loading

### 12.1 Entitlement to Annual Leave

- (a) A Teacher, other than a Casual Teacher, is entitled to four weeks annual leave, accrued in accordance with the Act, which shall be deemed to be taken from the commencement of the school summer vacation each year.
- (b) A Teacher must take annual leave re-credited in accordance with the Act only during non-term weeks as directed by the Employer.

**12.2** Subject to **subclause 12.7**, where a Teacher, other than a Casual Teacher, is given and takes annual holidays commencing at the beginning of the school summer vacation each year, the Teacher shall be paid an annual holiday loading calculated in accordance with this clause.

**12.3** The loading shall be payable in addition to the pay payable to the Teacher for the period of the school vacation.

**12.4** The loading shall be calculated:

- (a) in relation to such period of a Teacher's annual holiday as is equal to the period of annual holiday to which the Teacher is entitled for the time being under the Act at the end of each year of employment, or where relevant;
- (b) the period of annual leave calculated under **subclause 12.7**.

**12.5** The loading shall be the amount payable for the period specified in **subclause 12.4** at the rate of 17½ per cent of the weekly equivalent of the Teacher's annual salary.

**12.6** For the purposes of this clause, "salary" shall mean the salary payable to the Teacher at 1 December of the year in which the loading is payable, together with, where applicable, the allowances prescribed by **subclause 8.8 – Special Education Teacher allowance and Clause 9 - Promotion Positions**, but not including any other allowances or amount otherwise payable in addition to salary.

Provided that where **subclause 12.7** of this clause applies, "salary" shall mean the salary (together with allowances payable as aforesaid) payable immediately prior to the payment made to the teacher pursuant to **subclause 11.3 or Clause 6 - Termination**.

**12.7** Where a Teacher receives a payment pursuant to **paragraph 11.3(a) or subclause 6.6 Payment On Termination**, the Teacher shall be entitled to that fraction of the annual leave loading to which he or she would be entitled if he or she had worked for the whole school year which is equal to the number of term weeks worked by the Teacher divided by the number of term weeks in the whole school year.

## 13. Personal/Carer's Leave

### 13.1 Entitlement

Any full-time, temporary or part-time Teacher shall be entitled to paid personal/carer's leave in respect of any absence on account of illness or injury, subject to the following conditions and limitations.

- (a) at the commencement of each year of service with an Employer, and subject to **subclause 13.2**, a Teacher shall accrue an entitlement to personal/carer's leave of 25 working days on full pay;
- (b) a Teacher shall not be entitled to paid personal/carer's leave for any period in respect of which such Teacher is entitled to workers' compensation.
- (c) a part-time Teacher shall be entitled to accrue paid personal/carer's leave on a pro rata basis based on the proportion that the number of teaching hours of that Teacher in a full school week bears to the number of teaching hours which a full-time Teacher at the school is normally required to teach.
- (d) a temporary Teacher shall be entitled to paid personal/carer's leave in that proportion which the period of appointment of the Teacher bears to the length of the school year.

### 13.2 Accumulation of Personal/Carer's Leave

Personal/carers leave shall accumulate from year to year as follows:

- (a) Untaken personal/carer's leave in any year of service with an Employer shall be accumulated from year to year, provided that a Teacher shall only be entitled to the personal/carer's leave accumulated in respect of the six years of continuous service immediately preceding the current year of service and the maximum accumulation shall not exceed 150 days on full pay. However, if as a result of this accrual cap, a Teacher's entitlement to personal/carer's leave would be less than the Teacher would have otherwise accrued under the NES of the Act, then the entitlement of the Act shall prevail.
- (b) Personal/carer's leave which accrues to a Teacher at the commencement of a year of service pursuant to **subclause 13.1** shall be taken prior to the taking of any personal/carer's leave which the Teacher has accumulated in accordance with this subclause.

### 13.3 Taking of Paid Personal/Carer's Leave

A Teacher may take paid personal/carer's leave if the leave is taken:

- (a) because the Teacher is not fit or able to work because of illness, or personal injury, or an unexpected personal emergency, or family and domestic violence affecting the Teacher (where the Teacher has exhausted their paid family and domestic violence leave); or
- (b) to provide care or support to a member of the Teacher's immediately family, or a member of the Teacher's household, who requires care or support because of:
  - (i) a personal illness, or personal injury, affecting the member; or

- (ii) an unexpected emergency affecting the member; or
- (iii) family and domestic violence.

#### **13.4 Notice**

A Teacher shall not be entitled to paid personal/carer's leave unless he or she notifies the Principal (or such other person as directed by the Principal) of:

- (a) their intention to take personal/carer's leave;
- (b) the reason for their absence, being a reason specified in **subclause 13.3**; and
- (c) the estimated duration of the absence.

Such notification shall occur as soon as practicable (which may at any time after the leave has started) but wherever possible it shall be prior to the ordinary commencement time of work at the Employer on any day or prior to the commencement of the first organised activity at the Employer in which the Teacher is involved on any day, whichever is earlier.

#### **13.5 Evidence**

- (a) Where a Teacher is absent from employment, with the exception of the first three days in each year, due to personal illness or personal injury or an unexpected emergency affecting the Teacher, the Teacher shall, at the Employer's request, provide a certificate from a medical practitioner or other evidence from a registered health practitioner, or such other evidence of personal illness or personal injury or unexpected emergency or family and domestic violence which would satisfy a reasonable person.
- (b) Where a Teacher has taken frequent single days of personal/carers leave, or taken extended personal/carer's leave such that the Employer requires additional information in relation to the Teacher's illness or injury and likely length of absence from work then the Employer may take action in accordance with this subclause.
  - (i) The Employer may arrange a meeting in order to clarify the position with the Teacher. The Employer shall invite the Teacher to respond verbally to the issues raised by the Employer. If the Teacher is a Union member, then the Teacher may seek Union advice and assistance.
  - (ii) After consideration of the Teacher's response, the Employer may
    - (A) require further evidence of illness; and/or
    - (B) request the Teacher to obtain a second opinion from another doctor at the Employer's cost; and/or
    - (C) request a more detailed estimation of the likely length of the absence; and/or
    - (D) require the Teacher to obtain a medical report (at the Employer's cost) in relation to the likely period of absence; and/or
    - (E) discuss with the Teacher any other action.

- (iii) The Teacher may, if a member of the Union, request that this matter be discussed at any stage between the Union and the Employer.
  - (iv) Action shall only be taken pursuant to **paragraph 13.5(b)** when authorised by the Principal of the school.
- (c) Where a Teacher is absent from employment to provide care or support for a member of the Teacher's immediate family, or a member of the Teacher's household, the Teacher shall, if required,
- (i) establish either by production of a certificate from a medical practitioner or other evidence from a registered health practitioner, or a statutory declaration, the illness or injury of the person concerned, and that the illness is such to require care by another person; or
  - (ii) establish by either the production of evidence which would satisfy a reasonable person or a statutory declaration, the nature of the emergency or the fact of domestic violence and that such circumstance resulted in the person concerned requiring care or support from the Teacher.

### 13.6 Portability

Exclusions: the following Catholic Independent Schools are excluded from the provisions of this subclause: Dunlea Centre, Engadine; Maronite College of the Holy Family Parramatta; and St Maroun's College, Dulwich Hill.

- (a) A Teacher who was previously employed with another Catholic Diocesan employer or Catholic Independent School as a Full-time, Part-time or Temporary Teacher shall be entitled to portability of personal/carer's leave in accordance with this subclause.
- (b) Untaken personal/carer's leave which has accumulated in accordance with **subclause 13.2** since 29 January 1996 shall be credited to the Teacher as their accumulated personal/carer's leave on the commencement of their employment with the Employer.
- (c) For a Teacher to be eligible for portability of personal/carer's leave under this clause, the Teacher must satisfy the following criteria:
  - (i) The Teacher has commenced employment with the Employer within six months or two terms, whichever is the greater, of the Teacher's employment terminating with the other Catholic Diocesan Employer or Catholic Independent School.
  - (ii) The former Catholic Diocesan Employer or Catholic Independent School will provide to each Teacher, on the Teacher's termination of employment, a completed version of the form set out in **Annexure 1 – Portability of Personal/Carer's Leave of this Agreement** and the Teacher will provide the original completed form to the new Employer within four school weeks of the commencement of employment.
- (d) For the purpose of this subclause "Catholic Independent School" shall mean an employer set out in **Annexure 1 - Portability of Personal/Carer's Leave** and "Catholic Diocesan Employer" shall mean the Archdioceses of Sydney and Canberra-Goulburn and the Dioceses of Broken

Bay, Parramatta, Armidale, Bathurst, Lismore, Maitland-Newcastle, Wagga Wagga (and the Trustees of the Diocese of Wagga Wagga), Wilcannia-Forbes and Wollongong.

- (e) Notwithstanding **paragraphs (a) and (b)** of this subclause, the maximum personal/carer's leave portable pursuant to this subclause shall be 150 days.

### **13.7 Unpaid Personal/Carer's Leave**

- (a) Subject to the requirements in **subclause 13.4 Notice** and **subclause 13.5 Evidence**, a Teacher, including a casual Teacher, is entitled to take unpaid personal/carer's leave if they need to provide care or support for a member of the Teacher's immediate family or household who requires care and support due to illness or injury, due to an unexpected emergency affecting the member or due to the birth of a child.
- (b) The Employer and the Teacher shall agree on the period for which the Teacher will be entitled to not be available to attend work. In the absence of agreement, the Teacher is entitled to not be available to work for up to 48 hours (i.e. two days) per occasion. The Teacher is not entitled to any payment for the period of non-attendance.
- (c) A Teacher cannot take unpaid personal/carer's leave under this subclause if the Teacher is entitled to take paid leave pursuant to this clause.
- (d) An Employer must not fail to re-engage a Casual Teacher because the Teacher accessed the entitlements provided for in this clause. The rights of an Employer to engage or not to engage a Casual Teacher are otherwise not affected.



## 14. Parental Leave

Except as varied by this clause, all other entitlements and requirements relating to parental leave under the Act shall apply. All periods of paid parental leave will count as service for the purposes of this Agreement, the Act and any other statutory entitlement. Periods of unpaid parental leave will not count as service.

### 14.1 Paid Parental Leave

- (a) A Teacher will be entitled to paid parental leave in accordance with this subclause if:
  - (i) they have an entitlement to and take parental leave under the Act; and
  - (ii) they will be the primary person responsible for the care of the child from the child's date of birth (being birth-related leave under the Act), or in the case of adoption (being adoption-related leave under the Act) from the child's date of placement with the Teacher.
- (b) The parental leave shall be paid for 14 weeks at the rate of salary the Teacher would have received, if the Teacher had not taken parental leave. (If the period of parental leave granted to the Teacher is for less than 14 weeks then the period of paid parental leave shall be for such lesser period). This period shall be exclusive of non-term periods falling within the 14 weeks.
- (c) The Teacher may elect to be paid during the period of paid leave in **paragraph 14.1(b)** either in accordance with the usual Employer payment schedule or as a lump sum payment in advance.
- (d) Where a Teacher applies for a lump sum payment in advance under **paragraph 14.1(c)**, the Teacher shall give the Employer at least one month's notice of intention.
- (e) If a female Teacher has commenced paid parental leave and subsequently the female Teacher's pregnancy results in a miscarriage or a still birth, the Teacher shall be entitled to retain payment in accordance with this clause equivalent to salary for the period of parental leave taken by the Teacher.
- (f) Paid parental leave shall commence no earlier than one term prior to the expected date of birth, or in the case of adoption, from the date of the child's placement with the Teacher for adoption.

- (g) Non term weeks within the period of paid parental leave shall be deemed to be non term weeks worked by the Teacher for the purpose of **Clause 11 - Annual Adjustment of Salary and Clause 6 - Termination**.
- (h) A Teacher on paid parental leave in accordance with this clause will not be employed as a Casual Teacher by the Employer during such paid leave.
- (i) Where a Teacher gives birth to a child whilst on unpaid leave (other than parental leave in relation to the birth of the same child) the Teacher will be entitled to unpaid parental leave in accordance with the Act. However, the Teacher will not be entitled to an additional 14 weeks' payment in accordance with **paragraph 14.1(b)**.
- (j) Except as varied by this provision, the Act shall apply.

#### Notation

- (i) The Employers are of the view that parental leave should preferably commence on the day following the last teaching day of a term and conclude on the day preceding the first teaching day of a term.
- (ii) In order to facilitate the desirable practice referred to in paragraph (i) of this notation, the Employers are prepared to extend the time of parental leave beyond that maximum entitlement prescribed by the Act should the Teacher agree to return from parental leave at the commencement of the term immediately following the maximum period of leave required to be afforded by that Act.

### 14.2 Paid Parental Leave (Not Primary Caregiver)

- (a) Where a Teacher has an entitlement to and takes parental leave under the Act but is not the primary person responsible for the care of the child, the Teacher shall be entitled to paid parental leave in accordance with this subclause.
- (b) The Teacher shall be entitled, subject to this subclause, to take paid parental leave in one continuous period not exceeding two weeks on and from the date of their child's birth, or on the day on which their child or the primary care giver leaves hospital following the child's birth, or in the case of adoption, the date of the child's placement.
- (c) The Employer and Teacher may agree that the parental leave entitlement at **paragraph 14.2(b)** is taken at another time in the four weeks before the date or expected date of birth of the child or date of placement, and not later than 12 months after the date of birth or placement. The agreement must be recorded in writing.
- (d) The entitlement to paid parental leave in **paragraphs 14.2(b)** is inclusive of, and not in addition to, the Teacher's entitlement to take unpaid parental leave in accordance with the Act.

### 14.3 Temporary Teachers

- (a) A Temporary Teacher will be entitled to paid parental leave in accordance with **subclause 14.1** and this **subclause 14.3** if they have an entitlement to and take parental leave under the Act and all other relevant criteria required under this **clause 14** are satisfied.

- (b) If the employment of a Temporary Teacher ceases after the commencement, and before the completion of a period of paid parental leave granted under **subclause 14.1**, the Temporary Teacher will be paid the remaining balance of the 14 weeks paid parental leave entitlement, provided the Temporary Teacher has completed at least three years continuous service with the Employer at the time of cessation of employment. The payment will be made as a lump sum payment within 14 days of the cessation of their employment.

#### **14.4 Casual Teachers**

An Employer must not fail to re-engage a regular Casual Teacher because:

- (a) the Teacher is expecting the birth of their child; or
- (b) the Teacher is or has been immediately absent on parental leave.

The rights of an Employer in relation to engagement and re-engagement of Casual Teachers are not affected, other than in accordance with this clause.

For the purposes of this clause a regular Casual Teacher is a Casual Teacher who works for an Employer on a regular and systematic basis and who has a reasonable expectation of ongoing employment on that basis.

#### **14.5 Notice Periods**

Notice periods for parental leave applications are provided in section 74 of the Act.

#### **14.6 Right to Request Extension of Parental Leave**

A Teacher entitled to parental leave may request the Employer to allow the Teacher to extend the period of simultaneous unpaid parental leave up to a maximum of eight weeks or to extend the period of unpaid parental leave for a further continuous period of leave not exceeding 12 months in accordance with sections 75 to 76C of the Act.

#### **14.7 Communication During Parental Leave**

- (a) Where a Teacher is on parental leave and a definite decision has been made to introduce significant change at the workplace, the Employer shall take reasonable steps to:
  - (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the Teacher held before commencing parental leave; and
  - (ii) provide an opportunity for the Teacher to discuss any significant effect the change will have on the status or responsibility level of the position the Teacher held before commencing parental leave.
- (b) The Teacher shall take reasonable steps to inform the Employer about any significant matter that will affect the Teacher's decision regarding the duration of parental leave to be taken, whether the Teacher intends to return to work and whether the Teacher intends to request to return to work on a part-time basis.

- (c) The Teacher shall also notify the Employer of change of address or other contact details which might affect the Employer's capacity to comply with **paragraph 14.7(a)**.

## 15. Long Service Leave

### 15.1 Applicability of *Long Service Leave Act 1955* (NSW)

Except in so far as expressly varied by the provisions of this clause, the provisions of the *Long Service Leave Act 1955* (NSW), will apply to Teachers employed under this Agreement.

### 15.2 Accrual of Leave from 30 January 2006

The amount of long service leave which a Teacher will accrue in respect of service performed on and from 30 January 2006 will be:

- (a) In the case of a Teacher who has completed:
  - (i) less than 10 years' service, in respect of full-time service a Teacher will accrue 6.5 days per year of service; and
  - (ii) ten or more years of service, in respect of full-time service a Teacher will accrue 10 days per year of service.
- (b) A Teacher will be entitled to accrue leave in respect of part-time service as set out in paragraph (a) of this sub-clause on a pro rata basis according to his or her FTE (as defined in paragraph (c) of this sub-clause).
- (c) For the purposes of this clause the "FTE" is defined as the proportion which the number of teaching hours per week worked by a Teacher bears to the number of teaching hours which a full-time Teacher at the school is required to teach per week. (NB that this formula is the same as that which is utilised in **subclause 8.3 Payment of Part-time, Temporary and Casual Teachers** of this Agreement for calculation of payment of Part-Time Teachers).
- (d) A Teacher will be entitled to leave in accordance with this subclause together with leave accrued before 30 January 2006 pursuant to subclause 15.3.

### 15.3 Calculation of Accrual as at 29 January 2006

- (a) A Teacher whose employment commenced prior to 30 January 2006 will have accrued long service leave as at 29 January 2006 in accordance with previous applicable industrial instruments and legislative provisions.

A summary of the accrual rates pursuant to these provisions is set out below:

### Calculation of Entitlement

Prior to 31 July 1985	0.866 weeks per year.
1 August 1985 to 30 January 1995	1.05 weeks per year up to 10 years of service. 1.5 weeks per year after 10 years of service.
31 January 1995 to 31 January 2001	1.3 weeks per year up to 10 years of service. 1.9 weeks per year, after 10 years of service.
1 February 2001 to 29 January 2006	1.3 weeks per year up to 10 years of service. 2 weeks per year after 10 years of service.

- (b) On and from 30 January 2006 long service leave accrual has reflected the differing patterns of work of Teachers within Catholic schools, whose teaching load changes from full-time to part-time and/or vice versa during their working career. To that end on 29 January 2006, all existing accruals were converted from weeks to working days.
- (c) The following formula was used to calculate the number of days of long service leave that a Teacher is entitled to as at 29 January 2006:
- (i) all full-time Teachers, as at 29 January 2006, had their weeks of accrued long service leave converted to days on the basis of one week of accrued leave equals five days of accrued leave;
  - (ii) all Part-Time Teachers, as at 29 January 2006, had their weeks of accrued long service leave converted to days by averaging the FTE (as defined in accordance with paragraph (c) of **subclause 15.2** of this clause) of the last five years of eligible service, comparing it with the current FTE (i.e. as at 29 January 2006) and using the higher figure for conversion to days.
- (d) Notwithstanding the provisions of this subclause, some enterprise agreements provided for different rates of long service leave in periods prior to 15 August 2001.

#### 15.4 Entitlement to Long Service Leave and Payment on Termination

- (a) A Teacher will be entitled to take long service leave accrued in accordance with **subclauses 15.2 and 15.3** of this clause on the completion of 10 years' service with an Employer and on the completion of each additional five years' service thereafter.
- (b) In the case of a Teacher who has completed at least five years' service with an Employer and the service of the Teacher is terminated or ceases for any reason, such Teacher will be paid their accrued long service leave calculated in accordance with **subclauses 15.2 and 15.3** of this clause.

#### 15.5 Conditions of Taking Leave

- (a) It is the intention of the parties that the number of days of long service leave accrued by the Teacher can be taken at the Teacher's current FTE when the long service leave is taken.
- For example, a Teacher works full-time for their first ten years of employment and then reduces to 2.5 days per week (0.5 FTE) for the next five years of their employment. The Teacher would accrue 65 days of long service leave for their first ten years of service and then 25 days of long service leave over their next five years of service, a total of 90 days long service leave. If the Teacher works 2.5 days per week (0.5 FTE) at the time they commence leave, the Teacher would be entitled to take their 90 days of long service leave over 36 weeks.
- (b) Where a Teacher has become entitled to long service leave in respect of the Teacher's service with an Employer, the Employer will give to the Teacher and the Teacher will take the leave as soon as practicable, having regard to the needs of the Employer, provided always that unless the Employer otherwise agrees, the Teacher will give not less than two school terms notice of the Teacher's wish to take leave, and further provided that the Employer will give the Teacher not less than two school terms' notice of any requirement that such leave be taken.
- (c) A Teacher may request and be granted leave without pay to be taken in addition to long service leave such that the total period of leave comprises a complete school term.
- (d) Long service leave will be exclusive of pupil vacation periods adjacent to or within the period of leave. Provided however that in the case only of a Teacher who wishes to take a short block of long service leave immediately before or immediately after a pupil vacation period but not in accordance with **subclause 15.10 Long Service Leave in Short Blocks**, then the Employer may impose that the leave is inclusive of the pupil vacation period adjacent to or within the period of leave.
- (e) Where a Teacher is entitled to an amount of long service leave which is in excess of a school term the Teacher may elect not to take that part of the long service leave which is in excess of a term (the deferred leave), until such time as the Teacher accumulates further entitlements which when taken together with the deferred leave enables long service leave to be taken for a whole term.

## 15.6 Public Holidays and Long Service Leave

A period of long service leave will be exclusive of a public holiday falling within it.

Notation: A contrary provision applied under previous applicable industrial instruments in place from 1 January 1985 until 7 December 2000.

## 15.7 Service

The service of a Teacher with an Employer will be deemed continuous notwithstanding the service has been interrupted by reason of the Teacher taking approved leave without pay (including unpaid parental leave in accordance with **Clause 14 - Parental Leave**), but the period during which the service is so interrupted will not be taken into account in calculating the period of service.

## 15.8 Payment in Lieu of Long Service Leave

Where a Teacher has an entitlement to long service leave and takes leave in accordance with the *Long Service Leave Act 1955* (NSW) (that is, at least for a month) the Teacher and the Employer may

agree that, in addition to payment for the long service leave taken, the Teacher may be paid an amount in lieu of any additional long service leave accumulated by the Teacher. The portion of long service leave that may be cashed out must not include the minimum leave entitlement under the *Long Service Leave Act 1955* (NSW).

Any payment arising from the conditions applicable in this subclause will be paid by the Employer upon the commencement of the Teacher's long service leave.

#### **15.9 Long Service Leave and Leave without Pay**

Where a Teacher takes long service leave for an entire school term and the Teacher wishes to take the following school term as leave without pay, the Employer will ordinarily consent to such arrangement where the Teacher has had five years' continuous service with that Employer. However, such leave without pay will ordinarily be approved for terms in the same year.

#### **15.10 Long Service Leave in Short Blocks**

The Employer may permit Teachers to take long service leave in short blocks.

#### **15.11 Long Service Leave Portability**

Eligible Teachers are entitled to portability of long service leave as outlined in **Annexure 2 - Catholic Schools Intrastate Long Service Leave Portability Arrangement** of this Agreement.



## 16. Other Leave

### 16.1 Compassionate Leave

- (a) A Teacher (other than a casual Teacher) shall, on the death of an immediate family or household member of the Teacher be entitled to paid leave up to and including the day of the funeral of such relative. Such leave shall not exceed three working days per occasion.
- (b) A Teacher (other than a Casual Teacher) shall be entitled to paid of up to two working days per occasion in the following circumstances
  - (i) To spend time with an immediate family or household member on the occasion where they contract or develop a personal illness or sustain a personal injury where such illness or injury poses a serious threat to his or her life;
  - (ii) In the event a child is stillborn, where the child would have been a member of the Teacher's immediate family, or a member of the Teacher's household, if the child had been born alive; or
- (c) In the event that the Teacher, or the Teacher's spouse or de facto partner, has a miscarriage (but does not apply if the miscarriage applies to a former spouse of the Teacher). A Teacher must notify the Employer as soon as practicable of their intention to take leave under this subclause and must advise the Employer of the period, or expected period of leave.
- (d) A Teacher may be required to provide the Employer with satisfactory evidence of such death, personal illness or personal injury.
- (e) Where a Teacher takes compassionate leave in accordance with **paragraphs 16.1(a) or 16.1(b)** an Employer, in its absolute discretion, may grant the Teacher additional leave as leave without pay or leave with pay.
- (f) Where a Teacher requests leave to attend a funeral for a person not specified in **paragraph 16.1(a)**, the Employer in its absolute discretion may grant the Teacher leave as leave without pay or compassionate leave with pay.
- (g) Where an Employer grants a Teacher leave with pay in accordance with **paragraphs 16.1(e) or 16.1(f)**, such leave will be deducted from the Teacher's entitlement to Personal/Carer's Leave in accordance with **Clause 13 – Personal/Carer's Leave**.
- (h) Compassionate Leave may be taken in conjunction with other leave available under **Clause 13 – Personal/Carer's Leave**. In determining such a request the Employer will give consideration to the circumstances of the Teacher and the reasonable operational requirements of the business.
- (i) Compassionate Entitlement for Casual Teachers
  - (i) A Casual Teacher is entitled to up to two days of unpaid compassionate per occasion, in the circumstances as described in **paragraphs 16.1 (a) and (b)**.

- (ii) A Casual Teacher must notify the Employer as soon as practicable of their intention to take unpaid leave in accordance with **subparagraph 16.1(i), (ii)** and must advise the Employer of the period or expected period of the leave.
- (iii) A Casual Teacher may be required to provide the Employer with satisfactory evidence of such death and/or illness or injury.
- (iv) An Employer must not fail to re-engage a Casual Teacher because the Teacher has accessed the entitlements in this subparagraph. The rights of an Employer to engage or not engage a Casual Teacher are otherwise not affected.

## 16.2 Emergency Disaster Leave

- (a) The parties to this Agreement recognise the importance of keeping schools open wherever possible during times of natural disasters and, should schools need to be closed for a time, to reopen them as soon as possible.
- (b) Teachers will assist with keeping schools open to support students, families and the community and to provide continuity of teaching/learning as far as is feasible and safe to do so. They will attend work unless prevented by circumstances described in **paragraph 16.2(c)** or are otherwise on approved leave. Subject to **paragraph 16.2(c)** Teachers may be asked to assist with preparing for a reopening of a damaged school.
- (c) A full-time or part-time Teacher who is unable or prevented from attending work or cannot work remotely because of floods, snowfall, severe storms, bushfires or other natural emergencies shall be granted a maximum of five days paid leave per calendar year to be drawn from the Teacher's personal carer's leave entitlement in the following circumstances:
  - (i) they must remain at home because transport services and facilities are disrupted or discontinued due to weather or flood conditions; or
  - (ii) they are away from their usual residence and are unavoidably delayed in returning to work due to identified and specific disruptions to transport services and facilities; or
  - (iii) they are required to leave work early and return home to ensure their personal safety, the safety of their family or the protection of their property or because the availability of transport services and facilities may be disrupted or discontinued due to weather or flood conditions; or
  - (iv) they must remain at home to have temporary repairs effected, restore or replace essential belongings, complete necessary clean-up for safety or to enable occupation of residence.
- (d) In respect of the entitlement set out in **paragraph 16.2(c)** above, the Employer may require the Teacher to provide suitable evidence.
- (e) The Teacher will advise the Employer as soon as possible of their intention to apply for leave pursuant to this subclause, the expected duration and the reason for the absence.
- (f) For the purpose of this clause, the Teacher's "home", means an Teacher's principal place of residence only.

- (g) A full-time or part-time Teacher who is impacted by a natural disaster may also be entitled to apply for paid personal/carer's leave under **Clause 13 - Personal Carer's Leave** of this Agreement. Where this occurs, the leave is not subject to the limits as set out in **paragraph 16.2(c)**.

### **16.3 Aboriginal or Torres Strait Islander Cultural and Ceremonial Leave**

- (a) Cultural and Ceremonial Leave - paid entitlement

A Teacher (other than a Casual Teacher) of Aboriginal or Torres Strait Islander descent who is required by Indigenous tradition to take part in Aboriginal and/or Torres Strait Islander ceremonial and cultural activities is entitled to three days' paid Cultural and Ceremonial Leave per school year (non-cumulative), for the purpose of attending Aboriginal or Torres Strait Islander community meetings.

- (b) Cultural and Ceremonial Leave - unpaid entitlement

- (i) A Teacher (other than a Casual Teacher) of Aboriginal or Torres Strait Islander descent is entitled to three days' unpaid leave per year for ceremonial purposes upon the death of a member of their immediate family or extended family, or for the purpose of other legitimate ceremonial obligations.

- (ii) Leave granted under this subclause is in addition to an entitlement to Compassionate Leave under **subclause 16.1** of this Agreement.

- (c) Cultural and Ceremonial Leave (Casual Teachers)

- (i) Casual Teachers of Aboriginal or Torres Strait Islander descent are entitled to be unavailable to attend work for the purpose of attending Aboriginal or Torres Strait Islander community meetings and for ceremonial purposes outlined in **paragraph 16.7(b)** above.

- (ii) The Employer and the Teacher shall agree on the period for which the casual Teacher will be entitled to be unavailable to attend work. In the absence of agreement, the casual Teacher is entitled to be unavailable to attend work for up to 48 hours (i.e. two days). The casual Teacher is not entitled to any payment for the period of non-attendance.

- (d) Cultural and Ceremonial Leave does not accrue. It will be available in full (as specified in this subclause) to Teachers:

- (i) employed as at the date this Agreement takes effect; or

- (ii) from the commencement of employment, if employed after the date this Agreement takes effect.

- (e) Four weeks' notice must be provided by an Teacher of their intention to take Cultural and Ceremonial Leave. However, the Employer will accept less than four weeks' notice where the leave is taken due to the death of a family member. The Employer may also accept less than four weeks' notice in exceptional circumstances.

- (f) On request by the Employer, a Teacher taking leave under this clause must provide to the Employer evidence that would satisfy a reasonable person that the leave is taken for the purpose specified in this clause.

#### **16.4 Family and Domestic Violence Leave**

The Employer will provide a Teacher with paid Family and Domestic Violence Leave in accordance with sections 106A to 106E of the Act.

#### **16.5 Military Reserve Leave**

A Teacher who is a member of the Australian Military Reserve or other Australian military forces will be granted unpaid leave for the purpose of attending any compulsory camp or posting.

#### **16.6 Examination Study Leave**

Any Teacher who, for the purpose of furthering Teacher training, enrolls in any course at a recognised higher education institution, will be granted leave:

- (a) with pay on the day of any examination required in the course;
- (b) without pay for the purpose of attending any compulsory residential school which is a part of such course.

#### **16.7 Jury Service**

- (a) A Full-Time or Part-Time Teacher required to attend for jury service during ordinary working hours will be provided with paid leave for this purpose. The Teacher will be required to reimburse to the Employer any monies payable to the Teacher for such attendance (excluding reimbursement of expenses) which required the Teacher's absence from school.
- (b) The Teacher will notify the Employer as soon as possible of the date upon which he or she is required to attend for jury service. The Teacher will provide to the Employer a copy of the summons to attend jury duty and a record of payments received as proof of attendance.

#### **16.8 Community Service Leave**

- (a) The Employer will provide a Teacher with community service leave in accordance with the Act.
- (b) Where the involvement of a Teacher (other than a Casual Teacher) in a community service activity has been approved by the Employer after consideration of the needs of the school, a Teacher will be entitled to paid leave of not more than five days in any school year (unless agreed with the Employer) for emergency leave for service to the community. Examples of purposes for which such leave may be granted include to work in the State Emergency Service or Volunteer Fire Brigade.

#### **16.9 Overseas Volunteer Programs**

- (a) A Full-Time or Part-Time Teacher will be entitled to leave without pay to work in a recognised overseas volunteer program in accordance with this sub-clause. Such leave will normally be granted for one year but may be granted for up to two years if required by the relevant volunteer program and agreed by the Employer.

- (b) A Teacher is eligible for leave after completion of five years continuous service with the Employer. An application for leave will be accompanied by evidence of approval to work in the scheme and the proposed period of leave.
- (c) Such leave without pay will not count as service with the Employer for the purpose of long service leave.

## PART E – CONSULTATION AND REDUNDANCY AND DISPUTE PROCEDURES AND OTHER MATTERS

### 17. Consultation and Redundancy

#### 17.1 Application of this clause

Except as varied by this clause, all other entitlements relating to redundancy under the Act shall apply.

#### 17.2 Consultation regarding major workplace change:

##### (a) Duty to Notify and Discuss

- (i) Where the Employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on Teachers, the Employer shall notify the Teachers who may be affected by the proposed changes and the union to which they belong.
- (ii) The Employer shall discuss with the Teachers affected and their representative, which may be the union to which they belong the introduction of such changes and the likely effect on the Teachers and the measures taken to avert or mitigate the adverse effects of such changes.
- (iii) 'Significant effects' include termination of employment, major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or transfer of Teachers to other work or locations and the restructuring of jobs.

##### (b) Discussions before Termination

- (i) Where the Employer has made a definite decision that the Employer no longer wishes the job the Teacher has been doing done by anyone and that decision may lead to the termination of employment, the Employer shall hold discussions with the Teachers directly affected and with the union to which they belong.
- (ii) The discussions shall take place as soon as is practicable after the Employer has made a definite decision which will invoke the provision of **subparagraph 17.2(b)(i)** of this clause and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any termination of the Teachers concerned.
- (iii) For the purposes of the discussion the Employer shall, as soon as practicable, provide, in writing, to the Teachers concerned and their representative, which may be the union to which they belong, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of Teachers likely to be affected, and the number of Teachers normally employed and the period over

which the terminations are likely to be carried out. Provided that the Employer shall not be required to disclose confidential information the disclosure of which would adversely affect the Employer.

(c) Notice for Change in Production, Program, Organisation or Structure

This paragraph sets out the notice provisions to be applied to terminations by the Employer for reasons arising from 'production', 'program', 'organisation' or 'structure' in accordance with **paragraph 17.2(a)**. In order to terminate the employment of a Teacher the Employer shall give to the Teacher notice as set out in **Clause 6 - Termination** of this Agreement.

(d) Notice for Technological Change

This paragraph sets out the notice provisions to be applied to terminations by the Employer for reasons arising from 'technology' in accordance with **subclause 17.2**.

- (i) In order to terminate the employment of a Teacher the Employer shall give to the Teacher 3 months' notice of termination.
- (ii) Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
- (iii) The period of notice required by this sub-clause to be given shall be deemed to be service with the Employer for the purposes of the *Long Service Leave Act 1955 (NSW)*, the Act, or any act amending or replacing either of these acts.

(e) Time Off During the Notice Period

- (i) During the period of notice of termination given by the Employer a Teacher shall be allowed up to one day's time off without loss of pay during each week of notice, to a maximum of five weeks, for the purposes of seeking other employment.
- (ii) If the Teacher has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the Teacher shall, at the request of the Employer, be required to produce proof of attendance at an interview or the Teacher shall not receive payment for the time absent.

(f) Teacher Leaving During the Notice Period

A Teacher given written notice of termination in circumstances of redundancy may terminate their employment during the notice period.

The Teacher is entitled to receive the benefits and payments they would have received under **sub-clause 17.2(k)** had they remained in employment until the expiry of the notice. However, the Teacher is not entitled to be paid for any part of the period of notice remaining after the Teacher ceased to be employed.

(g) Statement of Employment

The Employer shall, upon receipt of a request from a Teacher whose employment has been terminated, provide to the Teacher a written statement specifying the period of the Teacher's employment and the classification of or the type of work performed by the Teacher.

(h) Notice to Centrelink

Where a decision has been made to terminate the employment of a Teacher, the Employer shall notify Centrelink as soon as possible giving relevant information including the number of Teachers likely to be affected and the period over which the terminations are intended to be carried out.

(i) Centrelink Employment Separation Certificate

The Employer shall, upon receipt of a request from a Teacher whose employment has been terminated, provide to the Teacher an 'Employment Separation Certificate' in the form required by Centrelink.

(j) Transfer to Lower Paid Duties

Where a Teacher is transferred to lower paid duties for reasons set out in **paragraph 17.2(a)**, and the Teacher agrees to the transfer, the Teacher shall be entitled to the same period of notice of transfer as the Teacher would have been entitled to if the Teacher's employment had been terminated, and the Employer may at the Employer's option make payment in lieu thereof of an amount equal to the difference between the former ordinary time rate of pay and the new ordinary time rate for the number of weeks of notice still owing.

(k) Severance Pay

Where a Teacher is to be terminated pursuant to this clause, the Employer shall pay the following severance pay in respect of a period of continuous service:

- (i) If the Teacher is under 45 years of age, the Employer shall pay in accordance with the following scale:

Years of Service	Under 45 Years of Age Entitlement
Less than 1 year	Nil
1 year and less than 2 years	4 weeks
2 years and less than 3 years	7 weeks
3 years and less than 4 years	10 weeks
4 years and less than 5 years	12 weeks
5 years and less than 6 years	14 weeks
6 years and over	16 weeks



- (ii) Where the Teacher is 45 years old or over, the entitlement shall be in accordance with the following scale:

Years of Service	Over 45 Years of Age Entitlement
Less than 1 year	Nil
1 year and less than 2 years	5 weeks
2 years and less than 3 years	8.75 weeks
3 years and less than 4 years	12.5 weeks
4 years and less than 5 years	15 weeks
5 years and less than 6 years	17.5 weeks
6 years and over	20 weeks

- (iii) A week's pay means the all purpose rate of pay for the Teacher concerned at the date of termination, and shall include, in addition to the ordinary rate of pay, over Agreement payments, shift penalties and allowances provided for in this Agreement.
- (l) Incapacity to Pay
- (i) Subject to an application by the Employer and further order of the Fair Work Commission, the Employer may pay a lesser amount (or no amount) of severance pay than that contained in **paragraph 17.2(k) Severance Pay**.
- (ii) The Fair Work Commission shall have regard to such financial and other resources of the Employer concerned as Fair Work Commission thinks relevant, and the probable effect paying the amount of severance pay in **paragraph 17.2(k) Severance Pay** above will have on the Employer.
- (m) Alternative Employment

Subject to an application by the Employer and further order of Fair Work Commission, the Employer may pay a lesser amount (or no amount) of severance pay than that contained in **paragraph 17.2(k) Severance Pay** if the Employer obtains acceptable alternative employment for a Teacher.

### 17.3 Consultation about change to regular roster or ordinary hours of work

- (a) Where the Employer proposes to introduce a change to the regular roster or ordinary hours of work of Teachers, the Employer must consult with the Teacher or Teachers affected and their representatives, if any, about the proposed change. If the Teacher is a member of the Union, the Teacher may appoint the Union to be their representative.
- (b) The Employer must:
- (i) provide to the Teacher or Teachers affected and their representatives, if any, information about the proposed change (for example, information about the nature of the change to the teacher's regular roster or ordinary hours of work and when that change is proposed to commence);

- (ii) invite the Teacher or Teachers affected and their representatives, if any, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities); and
  - (iii) give consideration to any views about the impact of the proposed change that are given by the Teacher or Teachers concerned and/or their representatives.
- (c) The requirement to consult under this subclause does not apply where a Teacher has irregular, sporadic or unpredictable working hours.
- (d) These provisions are to be read in conjunction with other provisions within this Agreement concerning the scheduling of work and notice requirements.

## 18. Dispute Procedures

**18.1** The objective of these procedures is the avoidance and resolution of industrial disputation, arising under this Agreement and the NES, by measures based on consultation, cooperation and negotiation.

**18.2** Subject to the provisions of the Act, disputes in relation to matters under this Agreement and the NES shall be dealt with in the following manner:

### Step 1

In the first instance the parties must make a reasonable attempt to resolve the dispute at the workplace by discussions between the Teacher or Teachers concerned and the Principal or nominee of the Principal.

### Step 2

Should the matter not be resolved at Step 1, then it may be referred by either party to the FWC, or any other person agreed between the parties, for conciliation, provided the party that refers the matter to the FWC has complied with their obligations in Step 1. During conciliation, the FWC may:

- (i) arrange conferences of the parties or their representatives at which the FWC is present; and
- (ii) require the attendance of the parties or their representatives; and
- (iii) arrange for the parties or their representatives to confer among themselves at conferences at which the FWC is not present; and
- (iv) if requested by the parties, make non-binding recommendations about particular aspects of a matter about which they are unable to reach agreement.

### Step 3

If the FWC is unable to resolve the dispute by conciliation, the FWC may then, on application by either party:

- (i) arbitrate the dispute; and
- (ii) make a determination that is binding on the parties.

Provided, however, that the party who has initiated the application to the FWC under Step 3 has complied with their own obligations under Step 1 and Step 2.

In arbitrating the dispute the FWC may only:

- (i) give directions about the process to be followed within the School to resolve the matter in dispute; and/or
- (ii) make a determination about a matter that is provided for under this Agreement or the NES; and/or

- (iii) determine the matter in dispute consistent with the relevant provisions of this Agreement or the NES.

Note: If the FWC arbitrates the dispute it may also use the powers that are available to it under the Act. A decision the FWC makes when arbitrating a dispute is a decision for the purposes of Div 3 of Part 5-1 of the Act. Therefore an appeal may be made against the decision.

- 18.3** The School or the Teacher may appoint another person, organisation or association to accompany and/or represent them for the purpose of this clause. Where the Teacher appoints the Union, the Union shall be party to the dispute.
- 18.4** A Teacher who is party to a dispute must, while the dispute is being resolved:
- (a) continue to work in accordance with his or her contract of employment, unless the Teacher has a reasonable concern about an imminent risk to his or her health and safety; and
  - (b) comply with any reasonable direction given by the School to perform available work, either at the same workplace or at another workplace. If the School exercises its right to direct a Teacher to perform other available work, the School must have regard to:
    - (i) the provisions (if any) of the law of the Commonwealth or Territory dealing with work health and safety that apply to that Teacher or that other work; and
    - (ii) whether that work is appropriate for the Teacher to perform.

## 19. Fair Procedures

### 19.1 Definitions

For the purpose of this clause:

- (a) **'Child'** means a person under the age of 18 years.
- (b) **'Exempt Allegation'** means an allegation which is not reportable conduct pursuant to the Children's Guardian Act 2019 (NSW). An exempt allegation includes:
  - (i) conduct that is reasonable for the purposes of discipline, management or care of a child, having regard to the age, maturity, health or other characteristics of the child and to any relevant code of conduct or professional standard; or
  - (ii) the use of physical force if, in all the circumstances, the physical force is trivial or negligible, and the circumstances in which it was used have been investigated and the result of the investigation recorded in accordance with appropriate procedures; or
  - (iii) conduct of a class or kind exempted from being reportable conduct by the Children's Guardian under section 30 of the Children's Guardian Act 2019 (NSW).
- (c) **'Reportable Allegation'** means an allegation of reportable conduct against a Teacher or an allegation of misconduct that may involve reportable conduct whether or not the conduct is alleged to have occurred in the course of the Teacher's employment with the Employer.
- (d) **'Reportable Conduct'** as defined in the *Children's Guardian Act 2019 (NSW)* means:
  - (i) a sexual offence;
  - (ii) sexual misconduct;
  - (iii) ill treatment of a child;
  - (iv) neglect of a child;
  - (v) an offence under section 45B or 316A of the *Crimes Act 1900 (NSW)*; or
  - (vi) any behaviour that causes significant emotional or psychological harm to a child.

### 19.2 Procedural Fairness to Teachers in dealing with reportable allegations and exempt allegations

- (a) A Teacher, against whom a reportable allegation or an exempt allegation has been made in the course of employment, is to be informed by his or her Employer (or the person delegated by his or her Employer to do so) of the reportable allegation or exempt allegation made against them and be given:
  - (i) an opportunity to respond to the reportable allegation or exempt allegation; and
  - (ii) sufficient information to enable them to respond to the matters alleged against him/her. He or she must be given full details unless the Police or other government

agency involved in the investigation of the matters alleged against the Teacher, have otherwise directed the Employer not to do so;

- (b) Where an interview is required, the Teacher shall be advised in advance of the general purpose of any interview relevant to the reportable allegation or exempt allegation; the names and positions of persons who will be attending the interview; the right to be accompanied by a person of the Teacher's choice (a witness). The Teacher shall be given sufficient notice of the proposed meeting time to allow such witness to attend. Such witness may be a Union representative.

### **19.3 Access to files**

The Teacher may, subject to giving reasonable notice, inspect a file in regard to a reportable allegation or exempt allegation pursuant to the *Children's Guardian Act 2019* (NSW):

- (a) The Teacher is to be informed by his or her Employer of the location of any files that the Employer holds relating to the Teacher, concerning a reportable allegation or an exempt allegation made against the Teacher;
- (b) Access is limited to the documents relevant to the adverse finding that was made and not the entire file.

### **19.4 The Employer may redact, restrict or withhold access to any such file, or part of a file, where the Employer has reason to believe that the provision of access would either:**

- (a) compromise or put at risk the welfare or safety of a child who is the alleged victim or subject of the reportable allegation or exempt allegation, or
- (b) contravene any statutory provision, or guideline or policy directive of a government authority or agency, in relation to the reporting or investigation, including police criminal investigation, of any reportable allegation or exempt allegations, or
- (c) prevent the Employer from reporting the details of a reportable allegation or an exempt allegation against a Teacher, in compliance with any statutory deadline.

### **19.5 Response Time**

- (a) The Teacher must respond to the Employer with regards to any concerns they have, including submitting any further documentation, within 10 working days of inspecting the relevant file or part of the file.
- (b) The Employer must provide a reply to the issues raised by the Teacher, place such documentation on the file and consider any material so raised with respect to the impact, if any, on the finding so made.

### **19.6 Additional Documentation from Teacher**

- (a) A Teacher against whom a reportable allegation or an exempt allegation has been made may submit to his or her Employer documentation, in response to the matters alleged against him or her.

- (b) The Employer must place such documentation on the file held by the Employer concerning the reportable allegation or exempt allegation made against the Teacher.

**19.7 Confidentiality of documents and files**

The Employer must implement procedures to safeguard the confidentiality of any file held by the Employer concerning any reportable allegation or exempt allegation made against a Teacher.

## 20. Suspension

Notwithstanding any of the provisions in this Agreement, an Employer may suspend a Teacher with or without pay while considering any matter which in the view of the Employer could lead to the Teacher's summary dismissal. Suspension without pay shall not be implemented by the Employer without prior discussion with the Teacher and shall not, except with the Teacher's consent, exceed a period of four weeks.



## 21. Union Members and Representatives

- (a) Meetings of Union members who are employed at the school may be held on the school premises at times and places reasonably convenient to both Union members and the Principal.
- (b) Union meetings must not take place during timetabled teaching time.
- (c) The Employer will permit the Union representative in the school to post Union notices relating to the holding of meetings on a common room noticeboard.
- (d) The Union representative in the school shall be permitted in working hours (other than timetabled teaching time) to meet the Employer or the Principal on Union business. Such interview shall take place at a time and place convenient to both parties.

## PART F - MISCELLANEOUS

### 22. Individual Flexibility Arrangements

#### 22.1 Individual Flexibility Arrangements

An Employer and a Teacher covered by this Agreement, may agree to make an individual flexibility arrangement to vary the effect of terms of this Agreement if:

- (a) the arrangement deals with one or more of the following matters:
  - (i) arrangements about when work is performed;
  - (ii) overtime rates;
  - (iii) penalty rates;
  - (iv) allowances;
  - (v) leave loading; and
- (b) the arrangement meets the genuine needs of the Employer and the Teacher in relation to one or more of the matters mentioned in paragraph (a); and
- (c) the arrangement is genuinely agreed to by the Employer and the Teacher.

#### 22.2 The Employer must ensure that the terms of the individual flexibility arrangement:

- (a) are about permitted matters under section 172 of the Act; and
- (b) are not unlawful terms under section 194 of the Act; and
- (c) result in the Teacher being better off overall than the Teacher would be if no arrangement was made.

#### 22.3 The Employer must ensure that the individual flexibility arrangement:

- (a) is in writing; and
- (b) includes the name of the Employer and the Teacher; and
- (c) is signed by the Employer and The Teacher and if the Teacher is under 18 years of age, signed by a parent or guardian of the Teacher;
- (d) includes details of:
  - (i) the terms of this Agreement that will be varied by the arrangement; and
  - (ii) how the arrangement will vary the effect of the terms; and
  - (iii) how the Teacher will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and

(e) states the day on which the arrangement commences.

**22.4** The Employer must give the Teacher a copy of the individual flexibility arrangement within 14 days after it is agreed to.

**22.5** The Employer or Teacher may terminate the individual flexibility arrangement:

(a) by giving no more than 28 days written notice to the other party to the arrangement; or

(b) if the Employer and The Teacher agree in writing – at any time

## 23. Right to Request Flexible Working Arrangements

### 23.1 Right to Request Flexible Working Arrangements.

If any of the circumstances referred to in **subclause 23.2** below apply to a Teacher and the Teacher would like to change his or her working arrangements because of those circumstances, then the Teacher may request the Employer for a change in working arrangements relating to those circumstances.

*(N.B. examples of changes in working arrangements include change in hours of work, changes in patterns of work and changes in location of work).*

### 23.2 The following are the circumstances:

- (a) the Teacher is pregnant.
- (b) the Teacher is the parent, or has responsibility for the care, of a child who is of school age or younger;
- (c) the Teacher is a carer (within the meaning of the Carer Recognition Act 2010);
- (d) the Teacher has a disability;
- (e) the Teacher is 55 or older;
- (f) the Teacher is experiencing violence from a member of the Teacher's family;
- (g) the Teacher provides care or support to a member of the Teacher's immediate family, or a member of the Teacher's household, who requires care or support because the member is experiencing violence from the member's family.

To avoid doubt, and without limiting the above provisions, a Teacher who is a parent, or has responsibility for the care of a child, and is returning to work after taking leave in relation to the birth or adoption of the child, may request to work part-time to assist the Teacher to care for the child.

### 23.3 The Teacher is not entitled to make the request unless:

- (a) for a Teacher other than a Casual Teacher – the Teacher has completed at least 12 months of continuous service with the Employer immediately before making the request; or
- (b) for a Casual Teacher – the Teacher:
  - (i) is immediately before making a request, a regular casual Teacher of the Employer who has been employed on that basis for a sequence of periods of employment during a period of at least 12 months; and
  - (ii) has a reasonable expectation of continuing employment with the Employer on a regular and systematic basis.
- (c) the request must:
  - (i) be in writing; and

- (ii) set out details of the change sought and of the reasons for the change.

**23.4** Before responding to a request made under this section, the Employer must discuss the request with the Teacher and genuinely try to reach agreement on a change in working arrangements that will reasonably accommodate the Teacher's circumstances having regard to:

- (a) the needs of the Teacher arising from their circumstances;
- (b) the consequences for the Teacher if changes in working arrangements are not made; and
- (c) any reasonable business grounds for refusing the request.

**23.5** The Employer must give the Teacher a written response to the request within 21 days, stating whether the Employer grants or refuses the request. The Employer may refuse the request only on reasonable business grounds. Reasonable business grounds include, but are not limited to, the following:

- (a) that the new working arrangements requested by the Teacher would be too costly for the Employer;
- (b) that there is no capacity to change the working arrangements of other employees to accommodate the new working arrangements requested by the Teacher;
- (c) that it would be impractical to change the working arrangements of other employees, or recruit new employees, to accommodate the new working arrangements requested by the Teacher;
- (d) that the new working arrangements requested by the Teacher would be likely to result in a significant loss in efficiency or productivity;
- (e) that the new working arrangements requested by the Teacher would be likely to have a significant negative impact on student learning or the operation of the school.

**23.6** If the Employer and Teacher could not agree on a change in working arrangements under **subclause 23.4**, the written response under **subclause 23.5** must:

- (a) state whether or not there are any changes in working arrangements that the Employer can offer the Teacher so as to better accommodate the Teacher's circumstances;
- (b) if the Employer refuses the request, the written response must include details of the reasons for the refusal, including the business ground/s for the refusal and how the ground/s apply
- (c) if the Employer can offer the Teacher such changes in working arrangements, set out those changes in working arrangements; and
- (d) set out the effect of sections 65B and 65C.

**23.7** If the Employer and the Teacher reached an agreement under **subclause 23.4** on a change in working arrangements that differs from that initially requested by the Teacher, then the Employer must provide the Teacher with a written response to their request setting out the agreed change(s) in working arrangements.



## 24. No Extra Claims

- 24.1** Except as provided by the Act, prior to 31 December 2026, there will be no further claims by the parties to this Agreement for changes to salaries, rates of pay, allowances or conditions of employment in relation to matters contained in this Agreement.
- 24.2** The parties agree that the wage increases provided for in this Agreement are in lieu of any improvements in wages provided for under any decision of the Fair Work Commission handed down prior to or during the nominal term of this Agreement and until 31 December 2026 and no claim can be made for such increases.

# PART G – MONETARY RATES

## Pay Schedule 1

Table 1A – Annual Salaries

	Annual Salary from the first full pay period on or after 1/1/22 (2.04%)	Annual Salary from the first full pay period on or after 1/1/23 (2.78%)	Annual Salary from the first full pay period on or after 9/10/23
	\$	\$	\$
Graduate	73,906	75,961	-
Graduate 1	-	-	\$85,000
Graduate 2	-	-	\$91,413
Proficient 1	89,133	91,611	\$95,317
Proficient 2	89,133	91,611	\$99,220
Proficient 3	96,748	99,438	\$106,131
Proficient 4	100,561	103,357	\$114,115
Proficient 5	110,227	113,291	\$122,100
Highly Accomplished or Lead Teacher	117,060	120,314	\$129,948

	Annual Salary from the first full pay period on or after 1/2/24 (3%)	Annual Salary from the first full pay period on or after 1/2/25 (3%)	Annual Salary from the first full pay period on or after 1/2/26 (3%)
	\$	\$	\$
Graduate 1	87,550	90,177	92,882
Graduate 2	94,155	96,980	99,889
Proficient 1	98,177	101,122	104,156
Proficient 2	102,197	105,263	108,421
Proficient 3	109,315	112,594	115,972
Proficient 4	117,538	121,064	124,696
Proficient 5	125,763	129,536	133,422
Highly Accomplished or Lead Teacher	133,846	137,861	141,997



Table 1B – Casual Rates of Pay

	Casual Rates from the first full pay period on or after 1/1/22 (2.04%)	Casual Rates from the first full pay period on or after 1/1/23 (2.78%)	Casual Rates from the first full pay period on or after 9/10/23
	\$	\$	
<b>Graduate</b>			
Full Day	380.40	390.98	437.50
Half Day	190.20	195.49	218.75
<b>Proficient, All Levels</b>			
Full Day	458.77	471.53	490.60
Half Day	229.39	235.76	245.30

	Casual Rates from the first full pay period on or after 1/2/24 (3%)	Casual Rates from the first full pay period on or after 1/2/25 (3%)	Casual Rates from the first full pay period on or after 1/2/26 (3%)
	\$	\$	
<b>Graduate</b>			
Full Day	450.63	464.15	478.07
Half Day	225.31	232.07	239.03
<b>Proficient, All Levels</b>			
Full Day	505.32	520.48	536.10
Half Day	252.66	260.24	268.05

Table 1C – Promotion Allowances and Salaries

Coordinator Allowances

	Annual Allowance from first full pay period on or after 1/1/22 (2.04%)	Annual Allowance from first full pay period on or after 1/1/23 (2.78%)	Annual Allowance from first full pay period on or after 9/10/23
	\$	\$	\$
<b>Coordinator Level</b>			
Coordinator 1	8,568	8,806	9,494
Coordinator 2	17,139	17,615	18,983
Coordinator 3	25,708	26,423	28,476

	Annual Allowance from first full pay period on or after 1/2/24 (3%)	Annual Allowance from first full pay period on or after 1/2/25 (3%)	Annual Allowance from first full pay period on or after 1/2/26 (3%)
	\$	\$	\$
<b>Coordinator Level</b>			
Coordinator 1	9,779	10,072	10,374
Coordinator 2	19,552	20,139	20,743
Coordinator 3	29,330	30,210	31,116

**Assistant Principal Allowances (Except Maronite College of the Holy Family)**

	Annual Allowance from first full pay period on or after 1/1/22 (2.04%)	Annual Allowance from first full pay period on or after 1/1/23 (2.78%)	Annual Allowance from first full pay period on or after 9/10/23
	\$	\$	\$
<b>Assistant Principals - Secondary</b>			
<b>Enrolment</b>			
201-300	33,757	34,696	37,391
301-600	37,281	38,318	41,299
601-900	40,811	41,946	45,207
901 - 1200	44,332	45,565	49,108
1200-1500	47,865	49,196	53,019
1501+	-	-	58,438
<b>Assistant Principals - Primary</b>			
<b>Enrolment</b>			
201-250	27,197	27,954	30,125
251-400	30,392	31,237	33,665
401-600	33,757	34,696	37,391
601-800	37,281	38,318	41,299
801+	40,811	41,946	45,207
	Annual Allowance from first full pay period on or after 1/2/24 (3%)	Annual Allowance from first full pay period on or after 1/2/25 (3%)	Annual Allowance from first full pay period on or after 1/2/26 (3%)
	\$	\$	\$
<b>Assistant Principals - Secondary</b>			
<b>Enrolment</b>			
201-300	38,513	39,669	40,860
301-600	42,538	43,815	45,130
601-900	46,564	47,961	49,400
901 - 1200	50,582	52,100	53,663
1200-1500	54,610	56,249	57,937
1501+	60,192	61,998	63,858
<b>Assistant Principals - Primary</b>			
<b>Enrolment</b>			
201-250	31,029	31,960	32,919
251-400	34,675	35,716	36,788
401-600	38,513	39,669	40,860
601-800	42,538	43,815	45,130
801+	46,564	47,961	49,400

**Assistant Principal Salaries - Maronite College of the Holy Family**

	Annual Salary from first full pay period on or after 1/1/22 (2.04%)	Annual Salary from first full pay period on or after 1/1/23 (2.78%)	Annual Salary from first full pay period on or after 9/10/23
	\$	\$	\$
<b>Assistant Principals - Secondary</b>			
<b>Enrolment</b>			
201-300	143,982	147,985	159,491
301-600	147,509	151,610	163,399
601-900	151,040	155,239	167,307
901 - 1200	154,560	158,857	171,208
1200-1500	158,092	162,487	175,119
1501+	162,983	167,514	180,538
<b>Assistant Principals - Primary</b>			
<b>Enrolment</b>			
201-250	137,424	141,244	152,225
251-400	140,618	144,527	155,765
401-600	143,982	147,985	159,491
601-800	147,509	151,610	163,399
801+	151,040	155,239	167,307
	Annual Salary from first full pay period on or after 1/2/24 (3%)	Annual Salary from first full pay period on or after 1/2/25 (3%)	Annual Salary from first full pay period on or after 1/2/26 (3%)
	\$	\$	\$
<b>Assistant Principals - Secondary</b>			
<b>Enrolment</b>			
201-300	164,276	169,204	174,280
301-600	168,301	173,350	178,551
601-900	172,326	177,496	182,821
901 - 1200	176,344	181,634	187,083
1200-1500	180,373	185,784	191,358
1501+	185,954	191,533	197,279
<b>Assistant Principals - Primary</b>			
<b>Enrolment</b>			
201-250	156,792	161,496	166,341
251-400	160,438	165,251	170,209
401-600	164,276	169,204	174,280
601-800	168,301	173,350	178,551
801+	172,326	177,496	182,821

## Pay Schedule 2

### Other Rates

#### Travelling Expenses

	Rate effective from the commencement of the Agreement
Own car allowance* where use is authorised by the school (clause 8.4)	\$0.99 per km

\* This allowance has been adjusted to include CPI increases (All Groups, Weighted average of eight capital cities) from the September 2016 Quarter to the June 2023 Quarter

#### Special Education Teacher Allowance

	Rates effective from the first full pay period on or after the specified date				
	1/1/22 (2.04%)	1/1/23 (2.78%)	1/2/24 (3%)	1/2/25 (3%)	1/2/26 (3%)
Full-Time Teacher teaching classes of children with a disability – Clause 8.8(a) – per annum	3,300.99	3,392.76	3,494.54	3,599.38	3,707.36
Part-Time or Casual Teacher teaching classes with children with a disability – Clause 8.8(a) – per day	16.17	16.62	17.12	17.63	18.16
Principal Teachers of schools for children with a disability for each Teacher Supervised – Clause 8.8(b) – per annum	518.36	532.77	548.75	565.21	582.17
Maximum payment per annum for principal Teachers – Clause 8.8 (b)	2,685.69	2,760.35	2,843.16	2,928.45	3,016.30

# PART H – ANNEXURES

## ANNEXURE 1 – Portability of Personal/Carer’s Leave

See **clause 13.6 – Portability of Personal/Carer’s Leave** for further details.

The former Catholic Diocesan Employer or Catholic Independent School will provide to each Teacher, on the Teacher’s termination of employment, a completed version of the form set out below.

The Teacher will provide the original completed form to the new Employer within four school weeks of the commencement of employment.

### **PERSONAL/CARER’S LEAVE PORTABILITY – RECORD OF SERVICE AND UNTAKEN PERSONAL/CARER’S LEAVE**

Name of Teacher: .....

Name of former Catholic Employer: .....

..... was formerly employed by .....  
(Name of Teacher) (Name of former Catholic Employer)

as a Teacher from ..... to .....  
(Date) (Date)

At their last day of service, untaken sick leave with the former Catholic Employer over the preceding ..... years of continuous service is as follows:

### **UNTAKEN PERSONAL/CARER’S LEAVE**

Note - The maximum amount of Personal/Carer’s Leave that is portable is 150 days. Example:

For Catholic Independent School Employers:

Year of employment	Number of untaken personal /carer’s leave days
Last year of employment	
Year 2	

Year 3	
Year 4	
Year 5	
Year 6	

For Catholic Diocesan Employers:

Total untaken paid personal/carer's leave as at last day of service: .....

Signed by Employer Representative: .....

Name:	
Title:	
Date	
Contact Email or phone:	

Signed by Teacher: .....

Name:	
Date:	

## Catholic Independent Schools who participate in the Portability of Sick Leave

The following Catholic Independent Schools participate in this scheme:

Brigidine College, St Ives	St Gregory's College, Campbelltown
Chevalier College, Bowral	St Joseph's College, Hunters Hill
Christian Brothers High School, Lewisham	St Laurence Flexible Learning Centre, Broadmeadow
Edmund Rice College, Wollongong	St Lucy's School, Wahrenonga
Holy Saviour School, Greenacre	St Mary Star of the Sea College, Wollongong
Mater Dei, Camden	St Mary's Flexible Learning Centre, St Mary's
Mount St Benedict College, Pennant Hills	St Patrick's College, Campbelltown
Oakhill College, Castle Hill	St Patrick's College, Strathfield
Our Lady of Mercy College, Parramatta	St Paul's International College, Moss Vale
Red Bend Catholic College, Forbes	St Pius X College, Chatswood
Rosebank College, Five Dock	St Scholastica's College, Glebe
Santa Sabina College, Strathfield	St Vincent's College, Potts Point
St Augustine's, Sydney	The John Berne School, Lewisham
St Charbel's College, Punchbowl	Trinity Catholic College, Lismore
St Dominic's College, Penrith	Waverley College, Waverley.
St Edmund's School, Wahrenonga	Wollongong Flexible Learning Centre, Towradji
St Edward's College, East Gosford	Pambula Beach Flexible Learning Centre, Pambula Beach
St Gabriel's School, Castle Hill	



# ANNEXURE 2 – Catholic Schools Intrastate Long Service Leave Portability Arrangement

## 1. APPLICATION

### 1.1 THIS ANNEXURE WILL APPLY TO:

- (a) The Employers listed in **clause 6**; and
- (b) Any person employed in a Catholic school listed in **clause 6** or in a Catholic school, Catholic Education Office or Catholic Schools Office operated by an Employer listed in **clause 6**:
  - (i) whose employment is terminated with an employer; and
  - (ii) who is subsequently employed by a new employer after 28 January 2005; and
  - (iii) who qualifies to transfer his/her long service leave entitlement from one employer to another employer under this Arrangement or the former industrial instrument the Catholic Schools Long Service Leave Portability (State) Agreement as made by NSW Industrial Relations Commission on 17 December 2004 and gazette in NSW Industrial Gazette Vol 350 Pg.1140.

## 2. OBJECTIVE

The principal object of this Annexure is to provide for the portability of Long Service Leave to employees engaged in Catholic Education Offices, Catholic Schools Offices, together with employees employed in schools of the organisations listed in Clause 6 under defined employment circumstances, (“continuous” service). Service will be deemed to be continuous when an employee terminates employment with a participating employer and shortly thereafter commences employment with another participating Employer.

## 3. DEFINITIONS

FOR THE PURPOSE OF THIS ANNEXURE:

**‘Employer’** means any Catholic Systemic School or Catholic Independent School listed in clause 6 to this Annexure.

**‘Former Employer’** means any Employer listed in clause 6 to this Annexure on the day of an employee’s last termination of employment.

**‘New Employer’** means any Employer listed in clause 6 to this Annexure immediately following an employee’s last termination of employment.

**‘Service’** means service as an adult within the terms of the *Long Service Leave Act 1955 (NSW)*, as applicable as at the date of this Agreement

**‘Employee’** means any person employed in a Catholic school listed in clause 6 or in a Catholic school, Catholic Education Office or Catholic Schools Office operated by an Employer listed in Clause 6 of this Annexure and who is eligible to be enrolled as a member of the Union.

**‘Union’** means the Independent Education Union of Australia.

## 4. LONG SERVICE LEAVE PORTABILITY

- 4.1** Entitlement to Long Service Leave will be in accordance with the provisions of the Act, the Long Service Leave Act 1955 (NSW), and any applicable enterprise agreement and any enterprise agreement (including any amendments or replacements of the legislation or industrial instruments) that applies to any Employer.
- 4.2** Continuous service with an Employer as at the operative date of this Agreement, will be recognised by another Employer for the purpose of this Annexure provided that:
- (a) The Employee has completed an initial qualifying period (the “Initial Qualifying Period”) of:
    - (i) at least one year of continuous service with a participating employer listed in **clause 7** of this Annexure; or
    - (ii) at least five years of continuous service with a participating employer listed in **clause 8** of this Annexure.
  - (b) An Employee will only be entitled to the portability of his or her long service leave where he or she commences employment with a new employer and no more than the equivalent of two full school terms have elapsed between ceasing employment with the Former Employer and commencing employment with a New Employer.
  - (c) Service prior to the Initial Qualifying Period will not be counted for the purpose of calculating long service leave entitlements in accordance with **paragraph 4.2(a)**.
- 4.3** Notwithstanding an Employee may have taken all or part of their accrued long service leave with their Former Employer or may have been paid out on termination all or part of their long service leave by their Former Employer, the Employee’s period of continuous service with the Former Employer will be recognised by the New Employer for the purposes of calculating any entitlement to long service leave.
- 4.4** Prior service will be recognised by the New Employer on the understanding that the Employee is not entitled to take or be paid long service leave which they have already taken or been paid by their Former Employer.
- 4.5** Notwithstanding the provisions of subclause 4.2, where the Former Employer has a different rate of accumulation of long service leave to the New Employer, the following will occur:
- (a) Service with the Former Employer will be recognised as service with the New Employer; and
  - (b) The accrued entitlement to long service leave recognised by the New Employer will be that which the Employee had accrued at the date of ceasing employment with the Former Employer.

## 5. ADMINISTRATIVE ARRANGEMENTS

- 5.1** Upon notification of termination the Employer will provide eligible employees with the following documentation:
- Prescribed form as set out in Part One and Two of this Annexure;
  - Information sheet as set out in Part Three of this Annexure;
  - Details of the employee's long service leave entitlements (refer paragraphs 5.4(a) to 5.4(f) below); and
  - An employee who is eligible to an entitlement to long service leave and/or has completed an initial qualifying period and terminates his/her services with an employer, and accepts a position as an employee with a new employer, may elect to make an application in accordance with this clause.
- 5.2** The employee will make an application in accordance with this Annexure in the prescribed form as specified in Part One of this Annexure, and submit it to the new employer within 14 days of commencing duties as an employee with the new employer.
- 5.3** The new employer will forward the completed application to the former employer.
- 5.4** On receipt of an application, the former employer will advise the new employer of the following details in relation to the applicant:
- (a) The period of service with the former employer;
  - (b) Details of other periods of service with any other employer (the details of which will be supplied by the employee to the former employer);
  - (c) Details of the calculation of the monetary entitlement which is to be made in recognition of continuous service (including the ordinary rate of pay with the former employer);
  - (d) The date of termination of employment;
  - (e) Details of past long service leave taken by the employee; and
  - (f) The number of weeks long service leave accumulated by the employee on termination and the employee's full-time equivalent load on termination.
- 5.5** The former employer will remit within three months of the termination of employment of the employee as specified in paragraph 5.4(d), the value of the monetary entitlement as specified in paragraph 5.4(c) to the new employer.
- 5.6** The former employer will advise the new employer and the employee when the transfer has been affected.

## 6. PARTIES TO THE ANNEXURE

<b>THE CATHOLIC DIOCESAN SYSTEM AUTHORITY OF</b>	
The Diocese of Armidale	The Diocese of Parramatta
The Diocese of Bathurst	Sydney Catholic Schools
The Diocese of Broken Bay	The Diocese of Wagga Wagga
The Archdiocese of Canberra/Goulburn	The Diocese of Wilcannia/Forbes
The Diocese of Lismore Catholic Schools Limited	The Diocese of Wollongong
The Diocese of Maitland/Newcastle	
<b>CATHOLIC INDEPENDENT SCHOOLS</b>	
The John Berne School, Lewisham Boys' Town, Engadine	St Charbel's College, Punchbowl
Brigidine College, St Ives	St Dominic's College, Penrith
Chevalier College, Bowral	St. Edward's College, Gosford
Christian Brothers High School, Lewisham	St. Edmund's College Canberra
Daramalan College, Dickson, ACT	St. Edmund's School, Wahrenonga
Edmund Rice College, Wollongong	St. Gabriel's School, Castle Hill
Holy Saviour School, Greenacre	St. Gregory's College, Campbelltown
Kincoppal-Rose Bay School of the Sacred	St. Joseph's College, Hunters Hill Heart
Marist College, Canberra	St. Lucy's School, Wahrenonga
Mater Dei School, Camden	St. Maroun's School, Dulwich Hill
Monte Sant' Angelo Mercy College, North Sydney	St Mary Star of the Sea College, Wollongong
Mount St. Benedict College, Pennant Hills	St Paul's International College, Moss Vale
Pambula Flexible Learning Centre, Pambula	St. Patrick's College, Strathfield
Oakhill College, Castle Hill	St. Patrick's College, Campbelltown
Maronite College of the Holy Family, Parramatta	St. Pius X College, Chatswood
Our Lady of Mercy College, Parramatta	St. Scholastica's College, Glebe Point
Red Bend Catholic College, Forbes	St. Stanislaus' College, Bathurst
Rosebank College, Five Dock	St Vincent's College, Potts Point
Santa Sabina College, Strathfield	Trinity Catholic College, Lismore
Stella Maris College, Manly	Waverley College, Waverley
St Augustine's College, Brookvale	

## 7. ONE YEAR QUALIFYING PERIOD

<b>THE CATHOLIC DIOCESAN SYSTEM AUTHORITY OF</b>	
The Diocese of Armidale	The Diocese of Parramatta
The Diocese of Bathurst	Sydney Catholic Schools
The Diocese of Broken Bay	The Diocese of Wagga Wagga
The Archdiocese of Canberra/Goulburn	The Diocese of Wilcannia/Forbes
The Diocese of Lismore Catholic Schools Limited	The Diocese of Wollongong
The Diocese of Maitland/Newcastle	
<b>CATHOLIC INDEPENDENT SCHOOLS</b>	
The John Berne School, Lewisham	St Charbel's College, Punchbowl
Boys' Town, Engadine	
Brigidine College, St Ives	St Dominic's College, Penrith
Chevalier College, Bowral	St. Edward's College, Gosford
Christian Brothers High School, Lewisham	St. Edmund's College Canberra
Daramalan College, Dickson, ACT	St. Edmund's School, Wahrenonga
Edmund Rice College, Wollongong	St. Gabriel's School, Castle Hill
Holy Saviour School, Greenacre	St. Gregory's College, Campbelltown
Kincoppal-Rose Bay School of the Sacred	St. Joseph's College, Hunters Hill Heart
Marist College, Canberra	St. Lucy's School, Wahrenonga
Mater Dei School, Camden	St. Maroun's School, Dulwich Hill
Monte Sant' Angelo Mercy College, North Sydney	St Mary Star of the Sea College, Wollongong
Mount St. Benedict College, Pennant Hills	St Paul's International College, Moss Vale
Pambula Beach Flexible Learning Centre, Pambula	St. Patrick's College, Strathfield
Oakhill College, Castle Hill	St. Patrick's College, Campbelltown
Maronite College of the Holy Family, Parramatta	St. Pius X College, Chatswood
Our Lady of Mercy College, Parramatta	St. Scholastica's College, Glebe Point
Red Bend Catholic College, Forbes	St. Stanislaus' College, Bathurst
Rosebank College, Five Dock	St Vincent's College, Potts Point
Santa Sabina College, Strathfield	Trinity Catholic College, Lismore
Stella Maris College, Manly	Waverley College, Waverley
St Augustine's College, Brookvale	St Mary's Flexible Learning Centre
Wollongong Flexible Learning Centre, Towradji	St Laurence Flexible Learning Centre, Broadmeadow

Notes: In respect of service prior to 30 January 2006, Boys' Town, Engadine, and St Mary Star of the Sea College, Wollongong, were Five Year Qualifying Period Employers. In respect of service prior to 1 January 2010, Chevalier College, Bowral was a Five Year Qualifying Period Employer.

## 8. FIVE YEAR QUALIFYING PERIOD

<b>CATHOLIC INDEPENDENT SCHOOLS</b>	
Monte Sant'Angelo Mercy College, North Sydney	Red Bend Catholic College, Forbes

## LONG SERVICE LEAVE PORTABILITY FORM

Within 14 days of commencing duty as an Employee with the New Employer, the Employee must complete Part One of this form and provide the form to the New Employer.

The New Employer will complete Part Two, retain a copy and forward the form to the Former Employer.

### PART ONE (TO BE COMPLETED BY THE EMPLOYEE)

I, \_\_\_\_\_ was until \_\_\_\_\_ / \_\_\_\_\_ / 20\_\_\_\_\_

employed at \_\_\_\_\_ School/College

by \_\_\_\_\_

(Former Employer).

As from \_\_\_\_\_ / \_\_\_\_\_ / 20\_\_\_\_\_ I have been/will be employed by

\_\_\_\_\_

(New Employer)

at \_\_\_\_\_ School/College.

I apply for portability of Long Service Leave entitlements and recognition of eligible service in accordance with the Catholic Schools Intrastate Long Service Leave Portability Arrangement.

I agree that all amounts of leave which may be due to me pursuant to the Long Service Leave Act 1955 (NSW) or the Long Service Leave Act 1976 (ACT), the Annexure or any enterprise agreement may be remitted to my New Employer and I AUTHORISE AND DIRECT my Former Employer to remit such amounts to my New Employer.

In consideration of the payment of the said amount to the New Employer:

- (a) I RELEASE AND DISCHARGE my Former Employer from all actions, claims, proceedings and demands of whatsoever nature arising from any amounts which my Former Employer would have been required to pay me under the Act, the Annexure/Enterprise Agreement or any enterprise agreement but for this agreement and I indemnify and agree to keep indemnified my Former Employer from all such actions, claims, proceedings or demands.

(b) I AGREE that no long service leave will be given to me or payment made in lieu thereof until such time as I become entitled to the said leave or payment by virtue of the provisions of the Act, the Annexure/Enterprise Agreement or any enterprise agreement or the Catholic Schools Intrastate Long Service Leave Portability Annexure or as agreed between the New Employer and myself.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_

SIGNED \_\_\_\_\_

ADDRESS \_\_\_\_\_

**PART TWO (TO BE COMPLETED BY THE NEW EMPLOYER)**

I, \_\_\_\_\_ for and on behalf of  
(Name of authorised New Employer representative)

\_\_\_\_\_  
(Name of New Employer)

with full authority to act on behalf of the New Employer in this regard, in consideration of the employee agreeing to employment by the New Employer and in consideration of the payment to the New Employer of the Long Service Leave payments in respect of the New Employee do AGREE and UNDERTAKE to give to the New Employee any Long Service Leave (or payments in lieu of Long Service Leave), which he/she may be entitled under the Act, this Agreement or any enterprise agreement and the agreement, notwithstanding that the New Employer may no longer be a party to the agreement at the time such leave or payment becomes due.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_

SIGNED: \_\_\_\_\_, for and on behalf of the New  
Employer

TITLE: \_\_\_\_\_



## PART THREE EMPLOYEE INFORMATION SHEET

### EMPLOYEE INFORMATION SHEET

The Catholic Schools Intrastate Long Service Leave Portability Annexure (the “Annexure”) has been developed as a benefit to be provided to employees of participating NSW/ ACT Catholic Diocesan Authorities and participating Catholic Independent School Authorities in recognition of the significant contribution made by these employees in advancing the mission of the Catholic Church in the area of Catholic education.

participating NSW/ ACT Catholic Diocesan Authority or participating Catholic Independent School Authority means any participating employer listed in **clause 6** of the Annexure.

Employees of participating Catholic Schools are entitled under the Annexure to transfer their long service leave entitlements when they terminate their employment with one participating employer and become employed by another participating employer in the capacity of Principal, Teacher, Adviser or General Employee within a period not exceeding the equivalent of two school terms.

At the time of an employee’s termination, the employee’s employer will provide them with the following documents if they have met the required qualifying period of continuous service:

- (i) Application to transfer long service leave entitlements; and
- (ii) Details of long service leave entitlements.

An employee is required to apply for the transfer of long service leave entitlement and for the recognition of eligible service by completing the form which is attached (Part One of the Annexure) and providing it to their new employer within 14 days of the commencement of their duties.

An employee who has made application for the transfer of their long service leave entitlements and for the recognition of eligible service will receive correspondence from their new employer to inform them that those entitlements have been transferred to them on their behalf and that such entitlements will continue to accrue in accordance with the enterprise agreement under which the employee is engaged.

## Annexure 3 – Employers covered by this Agreement

School Name	Employer Name
Dunlea Centre – Australia’s Original Boys’ Town	Boys’ Town Engadine trading as Dunlea Centre – Australia’s Original Boys’ Town
Holy Saviour School	Melkite Catholic Eparchy Corporation trading as Holy Saviour School
Maronite College of the Holy Family	Howayek Providence Ltd trading as Maronite College of the Holy Family, Parramatta
Red Bend Catholic College	Marist Schools Australia Limited trading as Red Bend Catholic College Forbes
St Charbel’s College	St Charbel’s College Limited
St Maroun’s College	Howayek Blessings Ltd trading as St Maroun’s College
St Paul’s International College	St Paul’s International College
The John Berne School	Marist Schools Australia Limited trading as The John Berne School
Trinity Catholic College	Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore

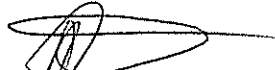
# Signatories to the Agreement

**EXECUTED** as an agreement

**SIGNED** for and on behalf of the **Independent Education Union of Australia**, as a representative of employees by an authorised person in the presence of



.....  
Signature of authorised officer



.....  
Signature of witness

**Carol Matthews**  
**485 - 501 Wattle Street**  
**Ultimo NSW 2007**.....  
Name/title/address of authorised officer

**NSW/ACT Branch Secretary, IEUA**

**DEBORAH WESTON**.....  
Name of witness

SIGNED for and on behalf of Boys' Town Engadine trading as Dunlea Centre – Australia's Original Boys' Town by an authorised person in the presence of



.....  
Signature of authorised officer



.....  
Signature of witness

Joel Hanill - Acting Executive Director

.....  
Name/title/address of authorised officer

35A WARATAH ROAD  
ENGADINE NSW 2233

CRAIG BRATTON

.....  
Name of witness

SIGNED for and on behalf of Melkite Catholic Eparchy Corporation trading as Holy Saviour School by an authorised person in the presence of

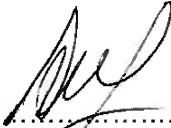
*Shane Klumpp*  
.....  
Signature of authorised officer

*Oh*  
.....  
Signature of witness

*Dianne Klumpp*  
*Principal*  
*80 Waterloo Rd, Greenacre*  
.....  
Name/title/address of authorised officer *2190*

*Gavin Carolan*  
.....  
Name of witness

**SIGNED** for and on behalf of **Howayek Providence Ltd trading as Maronite College of the Holy Family, Parramatta** by an authorised person in the presence of



.....  
Signature of authorised officer  
SR. MARGARET GHOSN  
EXECUTIVE PRINCIPAL  
25-25 ALICE ST, HARRIS PARK  
NSW 2150

.....  
Name/title/address of authorised officer




.....  
Signature of witness

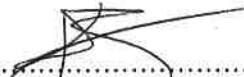
RUPA BALA

.....  
Name of witness

SIGNED for and on behalf of Marist Schools Australia Limited trading as Red Bend Catholic College by an authorised person in the presence of



Signature of authorised officer



Signature of witness

Stephen Dwyer

Name/title/address of authorised officer

KYLE BIACIS

Name of witness

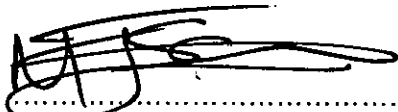
Principal Red Bend Catholic College.

P.O. Box 312


Forbes

NSW 2871.

SIGNED for and on behalf of St Charbel's College Limited by an authorised person in the presence of



.....  
Signature of authorised officer



.....  
Signature of witness

*Fr. Michael Sandrussi (Co-Principal)  
142 Highclere Ave, Punchbowl NSW 2196*

.....  
Name/title/address of authorised officer

*John Tassil*

.....  
Name of witness



**SIGNED** for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an authorised person in the presence of

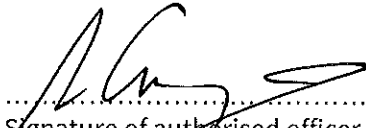
*Sr Margaret Ghosn*  
.....  
Signature of authorised officer

*Mary Flaskos*  
.....  
Signature of witness

Sr Margaret Ghosn  
Executive Principal  
St Maroun's College  
194 Wardell Road  
Marrickville

Mary Flaskos.....  
Name of witness

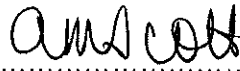
SIGNED for and on behalf of St Paul's International College by an authorised person in the presence of

  
.....  
Signature of authorised officer

Sister Angelina Fong  
Principal St. Paul's International  
College

.....  
Name/title/address of authorised officer

463 Argyle Street  
Moss Vale 2577

  
.....  
Signature of witness

.....  
Anne-Maree Scott  
.....  
Name of witness

SIGNED for and on behalf of Marist Schools Australia Limited trading as The John Berne School by an authorised person in the presence of

  
Signature of authorised officer

  
Signature of witness

James Le Huray Principal  
Name/title/address of authorised officer

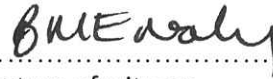
SHARON ACARACI  
Name of witness

locked Bag 6  
Petersham, NSW  
2049

SIGNED for and on behalf of Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore by an authorised person in the presence of



.....  
Signature of authorised officer



.....  
Signature of witness

Mr Jesse Smith

.....  
Name/title/address of authorised officer

Bernadette Ensbly

.....  
Name of witness

Principal + CEO  
Trinity Catholic College  
1 Military Road  
East Lismore NSW  
2480  
02) 6627 6600

THE FAIR WORK COMMISSION

FWC Matter No.: AG2024/436 - Application for approval of the NSW Catholic Independent Schools (Teachers-Model C) Enterprise Agreement 2023

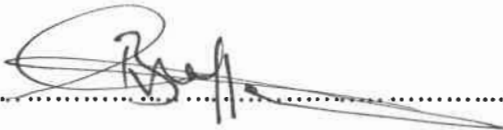
**Section 185 - Application for approval of a multi-enterprise agreement**

**Undertaking - Section 190**

The Employers covered by the NSW Catholic Independent Schools (Teachers-Model C) Enterprise Agreement 2023, undertake:

1. The maximum number of days that the employee will be required to attend during term weeks and non-term weeks is 205 in each school year. The following circumstances are not included when calculating the 205 employee attendance days:
  - (a) co-curricular activities that are conducted on a weekend;
  - (b) school related overseas and interstate trips, conferences and similar activities undertaken by mutual consent during non-term weeks;
  - (c) when the employee appointed to a leadership position is performing duties in non-term weeks that are directly associated with the leadership position;
  - (d) when the employee has boarding house responsibilities and the employee is performing those duties during term weeks and non-term weeks; and
  - (e) exceptional circumstances, such as the requirement to provide pastoral care to students in the event of a tragedy in the school community, in which an employee may be recalled to perform duties relating to their position.
  
2. Casual employees will not be engaged for longer than 4 consecutive weeks, in the absence of an agreement between the teacher and the employer to extend the period of engagement, provided the extension does not exceed:
  - (a) one term; or,
  - (b) ten weeks.

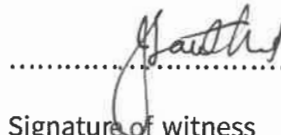
SIGNED for and on behalf of **Boys' Town Engadine trading as Dunlea Centre - Australia's Original Boys' Town** by an authorised officer in the presence of



Signature of authorised officer

**Craig Bratton - Company Secretary**  
**35A Waratah Road, Engadine NSW 2233**

.....  
Name/title/address of authorised officer



Signature of witness

.....  
**JOHANNA SOUTHWELL**

Name of witness



SIGNED for and on behalf of **Melkite Catholic Eparchy Corporation trading as Holy Saviour School** by an authorised officer in the presence of

.....

.....

Signature of authorised officer

Signature of witness

**Dianne Klumpp, Principal**  
**80 Waterloo Road, Greenacre NSW 2190**

.....

.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **Howayek Providence Ltd trading as Maronite College of the Holy Family**, Canberra by an authorised officer in the presence of

.....

.....

Signature of authorised officer

Signature of witness

**Sr Margaret Ghosn, Executive Principal**  
**23-25 Alice Street, Harris Park NSW 2150**

.....

..... *Elie Charbel Asmar* .....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **Marist Schools Australia Limited trading as Red Bend Catholic College** by an authorised officer in the presence of

.....

.....

Signature of authorised officer

Signature of witness

**Stephen Dwyer, Principal  
Red Bend Catholic College  
PO Box 312, Forbes NSW 2871**

.....

.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **St Charbel's College Limited** by an authorised officer in the presence of



Signature of authorised officer



Signature of witness

**Fr Michael Sandrussi, Co-Principal  
142 Highclere Ave, Punchbowl NSW 2196**

.....

**John Taouil**

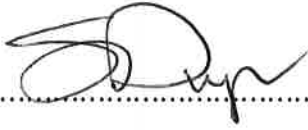
.....

Name/title/address of authorised officer

Name of witness



College by an authorised officer in the presence of



Signature of authorised officer



Signature of witness

**Stephen Dwyer, Principal**

**Red Bend Catholic College**

**PO Box 312, Forbes NSW 2871**

*Stephen Dwyer Principal*

Name/title/address of authorised officer

*KYLE BIAAS*

Name of witness

SIGNED for and on behalf of **St Charbel's College Limited** by an authorised officer in the presence of

.....

Signature of authorised officer

.....

Signature of witness

**Fr Michael Sandrussi, Co-Principal**

**142 Highclere Ave, Punchbowl NSW 2196**

.....

Name/title/address of authorised officer

.....

Name of witness

SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an

SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an authorised officer in the presence of



.....  
Signature of authorised officer

**Sr Margaret Ghosn, Executive Principal  
St Maroun's College  
194 Wardell Road, Marrickville NSW 2204**

.....  
Name/title/address of authorised officer



.....  
Signature of witness

*Elie Charbel Asmar*

.....  
Name of witness

SIGNED for and on behalf of **St Paul's International College** by an authorised officer in the presence of

.....  
Signature of authorised officer

**Sister Angelina Fong, Principal  
St Paul's International College  
463 Argyle Street, Moss Vale NSW 2577**

.....  
Name/title/address of authorised officer

.....  
Signature of witness

.....  
Name of witness

SIGNED for and on behalf of **Howayek Blessings Ltd trading as St Maroun's College** by an authorised officer in the presence of

.....

.....

Signature of authorised officer

Signature of witness

**Sr Margaret Ghosn, Executive Principal  
St Maroun's College  
194 Wardell Road, Marrickville NSW 2204**


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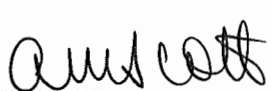
.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **St Paul's International College** by an authorised officer in the presence of

  
.....

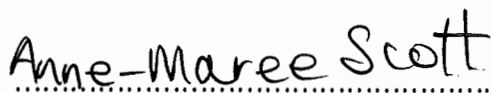
  
.....

Signature of authorised officer

Signature of witness

**Sister Angelina Fong, Principal  
St Paul's International College  
463 Argyle Street, Moss Vale NSW 2577**

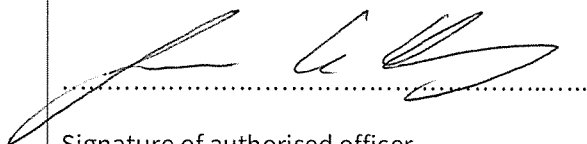
.....

  
.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **Marist Schools Australia Limited trading as The John Berne School** by an authorised officer in the presence of



.....

Signature of authorised officer

**James Le Huray, Principal**  
**Locked Bag 6, Petersham NSW 2049**

.....

Name/title/address of authorised officer



.....

Signature of witness

TANJA KOSOVSKI

.....

Name of witness

SIGNED for and on behalf of **Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore** by an authorised officer in the presence of

.....

Signature of authorised officer

**Jesse Smith, Principal and CEO**  
**Trinity Catholic College**  
**1 Military Road, East Lismore NSW 2480**

.....

Name/title/address of authorised officer

.....

Signature of witness

Name of witness

SIGNED for and on behalf of **Marist Schools Australia Limited trading as The John Berne School** by an authorised officer in the presence of

.....

.....

Signature of authorised officer

Signature of witness

**James Le Huray, Principal**  
**Locked Bag 6, Petersham NSW 2049**

.....


.....

Name/title/address of authorised officer

Name of witness

SIGNED for and on behalf of **Trinity Catholic College Lismore Ltd trading as Trinity Catholic College Lismore** by an authorised officer in the presence of

  
.....

  
.....

Signature of authorised officer

Signature of witness

**Jesse Smith, Principal and CEO**  
**Trinity Catholic College**  
**1 Military Road, East Lismore NSW 2480**

**TANYA HARMON**  
.....

Name/title/address of authorised officer

Name of witness