

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

This document explains the key terms of the proposed *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025 (Proposed Agreement)* so you can see what's changing and how it affects you.

**This document is intended to assist you in making an informed vote in the upcoming ballot.**

Catholic systemic school employers in NSW and the ACT have finalised the Proposed Agreement covering Teachers, General Employees and Trade Trainers in Catholic systemic schools in NSW and the ACT, except for those employed by:

- Catholic Schools Broken Bay
- Catholic Schools Parramatta Diocese.

The Proposed Agreement has the support and endorsement of the Independent Education Union (**IEU**).

If approved, the Proposed Agreement will replace the existing *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2023 (2023 Agreement)* which currently applies to your employment with Sydney Catholic Schools. This means that your minimum terms and conditions of employment will be found in the Proposed Agreement rather than 2023 Agreement.

The *Educational Services (Schools) General Staff Award 2020 (ESSGSA)* and the *Educational Services (Schools) Teachers Award 2020 (ESSTA)* are the Awards that would otherwise apply if the 2023 Agreement or the Proposed Agreement did not apply. They do not however form part of the Proposed Agreement. Once approved, the Proposed Agreement will apply to your employment instead of each of the Awards or the 2023 Agreement.

The Agreement applies together with the National Employment Standards (**NES**) in the *Fair Work Act 2009*. Where there is an inconsistency between the Proposed Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.



## The Proposed Agreement

- Includes salary increases for NSW and ACT Teachers and General Employees.
- Introduces a new classification of 'Trade Trainer' commencing on 27 January 2026.
- Improves paid parental leave and superannuation entitlements.
- Introduces 3 days' paid cultural and ceremonial leave each year for full-time or part-time employees that identify as Aboriginal and/or Torres Strait Islanders. This is a new paid leave entitlement.
- Updates the Agreement to reflect recent changes to the *Fair Work Act 2009 (Cth)* and the Fair Work Commission's model terms.
- Has a nominal expiry date of **9 October 2027**.

In order for the Proposed Agreement to be approved, it must be supported by staff in a ballot.

Under the Proposed Agreement, many of your current arrangements will continue to apply.

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

We will also be holding **online information sessions** to tell you about the Proposed Agreement and welcome any questions you might have. These information sessions will be run twice daily between **8am to 8:30am** and **3:30pm to 4pm** from **Monday 20 October until Friday 24 October**. The sessions will be run via Microsoft Teams.

At the time and date of the information session you wish to attend, simply click [here](#) to join.

Or visit <https://teams.live.com/free>, click 'Join a meeting' and use the following Meeting ID and Passcode:

**Meeting ID:** 430 381 418 519 9

**Passcode:** 9d5eo6JM

If you have any issues joining an information session, please contact Colin Davy (Specialist: Workplace Relations) at [colin.davy@scs.catholic.edu.au](mailto:colin.davy@scs.catholic.edu.au) or on 0436 843 864.

## Where can I find a copy of the Agreement?

View the proposed Agreement here: <https://sydcatholicschools.nsw.edu.au/enterprise-agreement>

If you have trouble accessing a copy of the Agreement, please contact Colin Davy (Specialist: Workplace Relations) at [colin.davy@scs.catholic.edu.au](mailto:colin.davy@scs.catholic.edu.au) or on 0436 843 864.

## Title of the Proposed Agreement

*NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025.*

## Who does the Proposed Agreement cover?

The Proposed Agreement covers Teachers, Trade Trainers and General Employees employed in Catholic systemic schools in NSW and the ACT (other than those employed by Catholic Schools Broken Bay or Catholic Schools Parramatta Diocese). This includes Teachers, Trade Trainers and General Employees who work in a registered school, Trades Skills Centre or a Boarding House.

**Trade Trainers** refers to employees who:

- are employed under a NSW Education Standards Authority (**NESA**) exemption or ACT Teacher Quality Institute (**TQI**) permit to teach, to teach vocational education and training at a school or trade skills centre; and
- would usually hold a:
  - Certificate IV in Training and Assessment; and
  - a relevant trade qualification accredited by the Australian Skills Quality Authority.

**General Employees** refers to employees working in one of the following occupational streams:

- School Operational Services (e.g. cleaners, bus drivers, maintenance and outdoors staff, retail);
- School Administrative Services (e.g. school administrative officer, financial secretary, ICT employees performing school based work);
- Classroom and Learning Support Services (e.g. teachers aides, learning support officers, lab/library assistants); or

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

- Boarding House Services employees employed by Catholic Education Diocese of Wagga Wagga whose principal duties are to support the operation of a boarding house in relation to the supervision of students.

Employees that the Proposed Agreement does **not** cover include:

- Principals;
- Priests or members of recognised religious orders (unless employed in a role covered by the Proposed Agreement);
- Employees whose usual place of work is not a registered school or trades skills centre;
- Employees in early learning centres, pre-schools, before and after school care and vacation care centres;
- Boarding house employees (unless appointed as a teacher), other than Boarding House Services Employees in by Catholic Education Diocese of Wagga Wagga;
- Volunteers or contractors;
- Consultants, education officers or advisors based in and reporting through a CEO/CSO, including those who may work in school as part of their normal duties;
- Employees in non-educational and commercially focused enterprises on school premises, regardless of whether linked to a trade skills centre or operated by a third party;
- ICT employees who are engaged to perform work that has general application across the system of schools operated by the CEO/CSO, or who undertake special projects initiated by the CEO/CSO;
- ICT employees employed in schools in the Catholic Archdiocese of Canberra and Goulburn Education Limited (**CECG**) whose principal role is the provision of ICT services, including Network Administrators; and
- Psychologists or counsellors (unless employed as a Teacher).

## Term and Operation

Following a successful vote, the Proposed Agreement will come into effect seven days after the date of approval by the Fair Work Commission (the commencement date) and will nominally expire on **9 October 2027**.

For Trade Trainers, the Proposed Agreement's provisions will apply from **27 January 2026**.

The Proposed Agreement provides rates of pay for General Employees from the first full pay period on or after 1 July 2024 and for Teachers from the first full pay period on or after 9 October 2024. Some allowances will increase from the commencement date where specified in the relevant tables in Schedules A and B.

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

## Salary Increases

### Important Note on New Rates and Back Pay

If the Proposed Agreement is approved, the first new pay rates will be backdated to the first full pay period on or after 1 July 2024 for General Employees and on or after 9 October 2024 for Teachers (except where already paid).

### NSW Teachers

The Proposed Agreement provides a 3% increase to rates of pay for Teachers in NSW effective from the **first full pay period (ffpp) on or after:**

- 9 October 2024
- 9 October 2025
- 9 October 2026.

The following table shows how Teachers employed in NSW based schools will be paid under the Proposed Agreement.

Classification	Rates in 2023 Agreement(per annum)	Rates under Proposed Agreement (per annum) ffpp on or after 9 October 2024	Rates under Proposed Agreement (per annum) ffpp on or after 9 October 2025	Rates under Proposed Agreement (per annum) ffpp on or after 9 October 2026
Conditionally Accredited Teacher Level 1 (CECG only)	\$76,754	\$79,057	\$81,429	\$83,872
Conditionally Accredited Teacher Level 2 (CECG only)	\$80,857	\$83,283	\$85,781	\$88,454
Step 1 (Graduate)	\$85,000	\$87,550	\$90,117	\$92,882
Step 2 (Graduate)	\$91,413	\$94,155	\$96,980	\$99,889
Step 3 (Proficient)	\$95,317	\$98,177	\$101,122	\$104,156
Step 4 (Proficient)	\$99,220	\$102,197	\$105,263	\$108,421
Step 5 (Proficient)	\$106,131	\$109,315	\$112,594	\$115,972
Step 6 (Proficient)	\$114,115	\$117,538	\$121,064	\$124,696
Step 7 (Proficient)	\$122,100	\$125,763	\$129,536	\$133,422
Highly Accomplished/Lead Teacher	\$129,948	\$133,846	\$137,861	\$141,997

The first two classifications, Conditionally Accredited Teacher Level 1 and Level 2 are applicable only to the Catholic Archdiocese of Canberra and Goulburn Education Ltd (**CECG**). These classifications apply to CECG teachers who work in NSW based schools and who have not completed their teaching studies.

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Lead Teacher has been included with the Highly Accomplished classification.

Promotion position salaries and allowances will increase by 3% from the **ffpp on or after:**

- 9 October 2024
- 9 October 2025
- 9 October 2026.

The special education and geographic allowances will increase by approximately 3% each year at the same time as well.

Salary rates payable to all Teachers under the agreement are higher than the rates payable under the ESSTA.

## NSW Casual Teachers

The Proposed Agreement provides increased casual rates of pay effective from the **ffpp on or after 9 October 2024**.

The current 3 level classification will remain and Casual Teachers will receive following rates of pay:

Classification	Daily rate under the 2023 Agreement	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2024	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2025	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2026
Casual Teacher 1	\$439.66	\$452.84	\$466.43	\$480.42
Casual Teacher 2	\$493.02	\$507.81	\$523.04	\$538.74
Casual Teacher 3	\$548.95	\$565.42	\$582.38	\$599.86
	Half daily rate under the 2023 Agreement	Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2024	Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2025	Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2026
Casual Teacher 1	\$219.83	\$226.42	\$233.22	\$240.21
Casual Teacher 2	\$246.51	\$253.91	\$261.52	\$269.37
Casual Teacher 3	\$274.48	\$282.71	\$291.19	\$299.93

**CECG only:**

Classification	Daily rate under the 2023 Agreement	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2024	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2025	Casual daily rate under Proposed Agreement ffpp on or after 9 October 2026
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# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Conditionally Accredited Teacher Level 1	\$397.00	\$408.92	\$421.18	\$433.82
Conditionally Accredited Teacher Level 2	\$418.23	\$430.77	\$443.69	\$457.00
	<b>Half daily rate under the 2023 Agreement</b>	<b>Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2024</b>	<b>Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2025</b>	<b>Casual half daily rate under Proposed Agreement ffpp on or after 9 October 2026</b>
Conditionally Accredited Teacher Level 1	\$198.50	\$204.46	\$210.59	\$216.91
Conditionally Accredited Teacher Level 2	\$209.11	\$215.39	\$221.85	\$228.50

## ACT Teachers

The Proposed Agreement provides increased rates of pay for ACT Teachers employed by CECG effective from the **ffpp on or after 1 August 2026**.

The pay increases for teachers effective 1 August 2025 are contained the 2023 Agreement. The Proposed Agreement provides for a further 3.5% increase from the ffpp to commence on or after 1 August 2026.

The following table shows the increases that will apply to Teachers employed in the ACT.

<b>Classification</b>	<b>Annual salary from ffpp on or after 1 August 2025</b>	<b>Annual salary from ffpp on or after 1 August 2026</b>
Conditionally Accredited Teacher level 1	\$82,796	\$85,694
Conditionally Accredited Teacher level 2	\$87,087	\$90,135
Step 1 (Graduate)	\$91,397	\$94,596
Step 2 (Graduate)	\$100,006	\$103,506
Step 3 (Proficient)	\$104,314	\$107,965
Step 4 (Proficient)	\$108,619	\$112,421
Step 5 (Proficient)	\$112,924	\$116,876
Step 6 (Proficient)	\$120,102	\$124,306
Step 7 (Proficient)	\$129,106	\$133,625
Highly Accomplished/Lead Teacher	\$136,848	\$141,638

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Lead Teacher has been included with the Highly Accomplished classification.

Salaries for promotion positions will also increase by 3.5% from the ffpp on or after 1 August 2026.

## ACT Casual Teachers

The Proposed Agreement provides increased casual rates of pay effective from the **ffpp on or after 1 August 2026**.

The pay increases for Casual Teachers effective 1 August 2025 are contained the Existing Agreement. The current Casual Teacher scale will remain, and Casual Teachers will receive the following rates of pay.

Classification	Casual daily rate ffpp on or after 1 August 2025	Casual daily rate ffpp on or after 1 August 2026
Conditionally Accredited Teacher Level 1	\$409.94	\$424.29
Conditionally Accredited Teacher Level 2	\$431.57	\$446.68
Casual Teacher 1	\$453.47	\$469.34
Casual Teacher 2	\$507.81	\$525.58
Casual Teacher 3	\$564.98	\$584.75

## General Employees in NSW and the ACT

The Proposed Agreement provides General Employees with the following increases:

- Confirmation of the increase effective from the ffpp on or after 1 July 2024 paid in accordance with the 2023 Agreement;
- 3% increase effective 1 July 2025 from the ffpp on or after; and
- 3% increase effective from the ffpp on or after 1 July 2026.

The Proposed Agreement increases casual rates in line with annual salary increases. Allowances will also increase from the commencement date of the Proposed Agreement.

Salary rates payable to all General Employees under the Proposed Agreement are higher than the rates payable under the ESSGSA.

## Trade Trainers in NSW and the ACT

A new classification of a Trade Trainer is introduced by the Proposed Agreement and will commence on 27 January 2026, with new rates of pay for Trade Trainers already employed commencing from the first full pay period on or after **27 January 2026** with a 3% increase in salaries effective from the first full pay period on or after 9 October 2026.

# Your Enterprise Agreement Explained

## NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

The Proposed Agreement defines a Trade Trainer as a person employed under a NESA exemption or TQI permit to teach, who teaches vocational education and training at a school or trade skills centre who would usually hold a Certificate IV in Training and Assessment and a relevant trade qualification accredited by the Australian Skills Quality Authority.

Trade Trainers will be classified on a 5-step scale with progression to the next salary step with the scale on completion of each year of full-time equivalent service. Prior service as a Trade Trainer in NSW and ACT Catholic systemic schools will be recognised for the purposes of the appropriate commencement step and progression, as will service as a Trade Trainer with TAFE NSW or the Canberra Institute of Technology. Experience working in the trade can also be recognised.

Trade Trainer rates of pay under the Proposed Agreement are as follows:

Trade Trainer	Annual salary from ffpp on or after 27 January 2026	Annual salary from ffpp on or after 9 October 2026
Step 1	\$90,177	\$92,882
Step 2	\$96,980	\$99,889
Step 3	\$101,122	\$104,156
Step 4	\$105,263	\$108,421
Step 5	\$112,594	\$115,972

Trade Trainers will be eligible for a travel allowance as set out in the Proposed Agreement.



## Allowances

### Teachers and Trade Trainers (clause 21)

Teachers and Trade Trainers may be entitled to additional payments, on top of their normal salary, where they perform certain duties or work in particular locations. These allowances are paid to recognise the additional skills, responsibilities, or expenses involved in the role. Most allowances are paid fortnightly with salary while the duty is being performed, while some (such as travel) are reimbursed when claimed.

The allowances that Teachers may be eligible for are set out in the table below, which also shows the exact amounts payable in each year. These amounts will automatically increase on the specified dates during the life of the Proposed Agreement. Trade Trainers will also be eligible for the Travel Allowance.



# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Allowance	Who it applies to	Amount			When is it Paid?
		Annual Allowance from ffpp on or after 9 Oct 2024	Annual Allowance from ffpp on or after 9 Oct 2025	Annual Allowance from ffpp on or after 9 Oct 2026	
Special Education Teacher Allowance (Clause 21.4) – Full time	Teachers appointed to teach classes of students with disability	\$3,630	\$3,739	\$3,851	Paid fortnightly with salary while appointed
Special Education Teacher Allowance (Clause 21.4) – Part time and Casual (per day)	Teachers appointed to teach classes of students with disability	\$17.88	\$18.42	\$18.97	Paid fortnightly with salary while appointed
Special Geographic Allowance (Clause 21.5) - Diocese of Armidale	Teachers in specified remote schools in Armidale	\$3,381	\$3,482	\$3,586	Paid fortnightly with salary
Special Geographic Allowance (Clause 21.5) - Diocese of Wilcannia-Forbes	Teachers in specified remote schools in Wilcannia-Forbes dioceses	\$3,195	\$3,291	\$3,390	Paid fortnightly with salary
Special Geographic Allowance (Clause 21.5) – Catholic Archdiocese of Canberra and Goulburn Education Limited	Teachers in specified remote schools in Canberra and Goulburn	\$2,208	\$2,274	\$2,342	Paid fortnightly with salary

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Allowance	Who it applies to	Amount			When is it Paid?
		Annual Allowance from ffpp on or after 9 Oct 2024	Annual Allowance from ffpp on or after 9 Oct 2025	Annual Allowance from ffpp on or after 9 Oct 2026	
Travel Allowance (using own car) (Clause 21.2)	Teachers and Trade Trainers using own vehicle for school duties	\$0.84/km for all kms (on and from the commencement date of Proposed Agreement) for Employees, except those employed by Catholic Education Wilcannia Forbes  \$0.64/km for all kms (on and from the commencement date of the Proposed Agreement) for Employees of Catholic Education Wilcannia Forbes			Paid after claim lodged
Supervision of Student Teachers (Clause 21.3)	Teachers supervising student teachers	Full amount received from training institution			Lump sum when payment received by school

## General Employees (clause 23)

General Employees may be entitled to additional payments, on top of their normal pay, where they take on certain duties, work in particular conditions, or incur additional costs. These allowances recognise the additional skills, responsibilities, or expenses involved in the role. Some allowances are paid each pay period while the duty is being performed, while others (such as meal allowance or camp allowance) are paid after the work is completed.

The allowances that General Employees are eligible for are set out in the table below, which also shows the exact amounts payable in each year. These amounts, excluding the Meal Allowance and Laundry and Uniform Allowance, will automatically increase on the specified dates during the life of the Proposed Agreement.

Allowance	Who it applies to	Amount	
		Rate from ffpp on or after Commencement Date	Rate from ffpp on or after 1 July 2026
Meal Allowance (Clause 23.1)	Required to work >2 hrs overtime after 5 hrs work	\$19.93 per occasion	\$19.93 per occasion

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Allowance	Who it applies to	Amount	
		Rate from ffpp on or after Commencement Date	Rate from ffpp on or after 1 July 2026
First Aid Allowance (Clause 23.2)	Holds recognised First Aid qualification, appointed to provide first aid	\$23.09/week (FT) or \$4.62/day (PT)	\$23.78/week (FT) or \$4.76/day (PT)
Health Care Procedures Allowance (Clause 23.3)	Required to perform/supervise medical procedures on students Required to perform/supervise medical procedures on students	\$24.08/week (FT) or \$4.82/day (PT)	\$24.80/week (FT) or \$4.96/day (PT)
Travel Allowance (Clause 23.5)	General Employees using own vehicle for school duties	\$0.84 per km for all kms except those employed by Catholic Education Wilcannia Forbes  \$0.64/km for all kms for Employees of Catholic Education Wilcannia Forbes	\$0.84 per km for all kms except those employed by Catholic Education Wilcannia Forbes  \$0.64/km for all kms for Employees of Catholic Education Wilcannia Forbes
Uniform & Laundry Allowance (Clause 23.7)	Required to wear and maintain special uniform	\$8.42/week	\$8.42/week
Broken Shift Allowance (Clause 23.8)	Bus Drivers or Cleaners working split shifts	\$9.61 per duty period (max 2/day)	\$9.90 per duty period (max 2/day)
Overnight Camp Allowance (CLS Staff) (Clause 23.9)	Required to attend overnight school camps	\$48.67 per night	\$50.13 per night

# **Your Enterprise Agreement Explained**

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025



## **Terms and Conditions**

The key changes proposed by the Proposed Agreement are set out below.

### **No Extra Claims (clause 6)**

The Proposed Agreement has been amended to allow for specific exceptions to the general prohibition on further claims before the nominal expiry date of the Proposed Agreement. The Proposed Agreement introduces explicit provisions for the parties to meet and discuss

- the rates of pay for ACT teachers in 2027,
- the rates of pay for General Employees after 30 June 2027
- a one-off annual cost-of-living adjustment payment (taxable and superable) for employees from 1 July 2026, if:
  - the average Sydney Consumer Price Index exceeds 4.5% to the March quarter 2026; and
  - The NSW Department of Education provides such a cost-of-living adjustment to its employees.

### **Part-Time Trade Trainers (clause 11.6)**

Part-time Trade Trainers will not be expected to come in on days they don't teach, except for occasional school activities when reasonably required. When they do work, they're paid at the same daily rate as full-time Trade Trainers, in accordance with their full-time equivalent teaching load.

### **Casual and temporary employment (clauses 13 & 14)**

The Proposed Agreement simplifies and brings together relevant information for casual employees and those engaged on fixed-term contracts, and provides greater clarity.

### **Superannuation (clause 27)**

The definition of "basic earnings" has been amended to include payments made to an employee for paid parental leave taken under clause 39 of the Proposed Agreement. This means that superannuation will continue to be paid during these periods of paid parental leave.

### **Cashing Out of Annual Leave – Non-averaged General Employees (clause 34.4)**

A general employee remunerated on non-averaged pay may request and their Employer may agree to the cashing out of accrued annual leave provided that after the cash out there is still an accrued entitlement of not less than 4 weeks annual leave. The Employee needs to be paid out in full at least the amount that they would have received had they taken the leave that was cashed out.

### **Paid Parental Leave - Access to non-initial primary care-giver paid parental leave (clause 39.3)**

The non-initial primary carer remains entitled to two weeks paid leave at the time of birth/ placement or when the child/ primary carer leaves hospital. They are also entitled to an additional 12 weeks paid leave if they subsequently become the primary carer. Under the 2023 Agreement, this

# **Your Enterprise Agreement Explained**

## **NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025**

additional 12 weeks paid leave must be taken within 12 months of the birth of the child. Under the Proposed Agreement, this leave can now be taken within 24 months of the birth of the child.

### **Long Service Leave - Trade Trainers (Clause 40 & Annexures K & L)**

From 27 January 2026, Trade Trainers will accrue long service leave at 49.4 hours per year. The Proposed Agreement also includes portability arrangements for both personal leave and long service leave between participating Catholic schools in NSW and the ACT for eligible employees, protecting these entitlements when staff move between covered employers.

### **Paid Cultural and Ceremonial Leave (clause 41.4)**

The Proposed Agreement introduces a specific entitlement to paid cultural and ceremonial leave. Full-time and part-time employees who identify as Aboriginal and/or Torres Strait Islander will be eligible for up to three days paid leave per year. The leave is non-cumulative.

Employees must notify their manager as soon as practical of their intention to take this type of leave and the employer may reasonably require satisfactory evidence to support the absence.

### **Workplace Union Delegates' Rights (clause 49)**

The Proposed Agreement inserts a new clause which sets out formal rights for elected workplace union delegates. These include reasonable access to the workplace and facilities for union business, the ability to communicate with members, and the right to attend paid union training (with reasonable notice to the employer). Delegates can also represent employees in workplace matters, consistent with rights under the *Fair Work Act*. This makes those rights clear, enforceable and consistent across all covered schools.

### **Conditions specific to SCS (Annexure F)**

- Clause 6.1 - Performance Growth in Action (PGiA) has been replaced with Performance Development Plans (PDP), consistent with SCS' move towards this terminology.
- Subclause 8.4 - Religious Education Coordinator Salaries and Youth Ministry salaries increased by 3% for 2025 and 2026.
- Clause 13 - SCS' newly created Performance Improvement Guidelines have been referred to in clause 13 (replacing 'Disciplinary Procedures').
- Sub-clause 8.1 & 8.2 - A provision has been inserted to each subclause to clarify that Appointments to promotion positions on an acting basis are excluded from these subclauses.

### **What is Unchanged?**

Except as outlined above, conditions remaining unchanged from the 2023 Agreement include:

- Hours of work provisions;
- Annual leave entitlement and 17.5% leave loading;
- Personal/carer's leave;
- Long service leave;
- Right to request flexible work arrangements; and

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

- Other leave entitlements (including bereavement and compassionate, jury service, community service and examination leave, paid parental leave for initial primary care-givers).

## Other Information

Links to the following documents are provided as they are relevant to your employment and/or are referred to in the Proposed Agreement:

- [Fair Work Act 2009 \(Cth\)](#)
- [National Employment Standards](#)
- [Educational Services \(Teachers\) Award 2020](#)
- [Educational Services \(Schools\) General Staff Award 2020](#)
- [Long Service Leave Act 1955 \(NSW\)](#)
- [Long Service Leave Act 1976 \(ACT\)](#)
- [Workplace Practices Agreements](#)
- [Policies and Procedures](#)

**Annexure A** compares provisions in the Modern Awards which have changed since the 2023 Agreement was made against the corresponding terms of the Proposed Agreement.

As Trade Trainers are coming under coverage of the enterprise agreement for the first time, **Annexure B** compares the provisions of the Educational Services (Teachers) Award 2020 which are relevant to Trade Trainers, against the Proposed Agreement.

## What are the next steps?

### Availability of the Proposed Agreement

The proposed Agreement will be available to all staff in the following ways:

- a copy sent to you by email
- hard copies can be made available for you to access at your school
- a copy of the Proposed Agreement is available [here](#).

You will have time before the vote to read through a copy of the Proposed Agreement, consider its contents and ask any questions you may have.

### Staff Briefings

As set out at the beginning of this document SCS will hold staff briefings from Monday 20 October to Friday 24 October to explain its contents, the voting process and give you the opportunity to ask questions.

### The Electronic Ballot

From **8.30am on Monday 27 October 2025 until 5pm on Friday 31 October 2025** you will be able to cast your vote confidentially online. Your identity will be kept separate to your vote and the Employer will only receive information on the outcome of the ballot, not who or how individuals voted.

# **Your Enterprise Agreement Explained**

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

GoVote will be conducting the ballot. You will be contacted directly by GoVote with specific voting instructions prior to the ballot opening. You will need to carefully read the voting instructions sheet provided by GoVote before casting your vote.

After the close of the ballot, GoVote will advise of the outcome. This will be conveyed to the IEU and staff as soon as possible after the close of the ballot.

## **Yes Vote**

If the majority of employees vote “yes” the Proposed Agreement will go to the Fair Work Commission for approval. The Commission will review the Proposed Agreement to ensure that all employees are “Better Off Overall” than they would be if they were covered by the relevant Modern Award. If the Commission approves the Agreement, it will commence 7 days after the approval.

## **No Vote**

The Existing Agreement will continue. The Employers and the IEU will continue to work towards a new agreement.

## **Questions?**

Please contact People and Culture Services at [pcservices@syd.catholic.edu.au](mailto:pcservices@syd.catholic.edu.au) or on 9568 8297.

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

## ANNEXURE A

The tables below set out changes made to the Modern Awards since the 2023 Agreement was made on 17 November 2023. These Award provisions are compared to the corresponding terms in the Proposed Agreement.

### EDUCATIONAL SERVICES (TEACHERS) AWARD 2020

Award Variation	Proposed Agreement - Corresponding Term
<p><b>Rates of pay and allowances</b> were varied effective 1 July 2025 for the Fair Work Commission's annual wage review.</p> <p>Annual salaries</p> <ul style="list-style-type: none"> <li>Graduate Teachers and all other teachers (including Trade Trainers) - Level 1 \$72,497</li> <li>Proficient Teachers - Levels 2-4 \$79,240 – 93,289</li> <li>Highly Accomplished/Lead Teachers - Level 5 \$100,311</li> </ul> <p>Leadership annual allowances \$1,160 - \$5,800.</p> <p>(note: Deputy/Assistant Principals are not covered by the Award)</p>	<p>Rates of pay and allowances are increased under the Proposed Agreement (Schedules A and C).</p> <p><u>NSW Teacher Salaries</u> (effective 9/10/25):</p> <ul style="list-style-type: none"> <li>Conditionally accredited (CECG only) \$81,429 - \$85,781</li> <li>Graduate Teachers – Steps 1-2 \$90,177 - \$96,980</li> <li>Proficient Teachers – Steps 3-7 \$101,122 - \$129,536</li> <li>Highly Accomplished/Lead Teachers - \$137,861</li> </ul> <p><u>ACT Teacher Salaries</u> (effective 1/8/26)</p> <ul style="list-style-type: none"> <li>Conditionally accredited (CECG only) \$85,694 - \$90,135</li> <li>Graduate Teachers – Steps 1-2 \$94,596 - \$103,506</li> <li>Proficient Teachers – Steps 3-7 \$107,965 - \$133,625</li> <li>Highly Accomplished/Lead Teachers - \$141,638</li> </ul> <p><u>Trade Trainer Salaries</u> (effective 27/1/26) Steps 1-5 \$90,177 - \$112,594</p> <p><u>NSW Coordinator Allowances</u> (effective 9/10/25) \$10,072-\$30,210</p> <p><u>ACT Coordinator Salaries</u> (effective 1/8/26) \$146,045-\$154,326</p>



# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Variation	Proposed Agreement - Corresponding Term
<p><b>Casual rates of pay</b> were varied effective 1 July 2025 for the Fair Work Commission's annual wage review.</p> <p>Casual daily rates are as follows:</p> <ul style="list-style-type: none"> <li>Graduate - Level 1 \$347.35</li> <li>Proficient - Levels 2-4 \$379.65 - \$446.95</li> <li>Highly Accomplished/Lead Teacher - Level 5 \$480.60</li> </ul>	<p>Casual rates of pay are increased under the Proposed Agreement.</p> <p><u>NSW Casual Teacher daily rates</u> (effective 9/10/25)</p> <ul style="list-style-type: none"> <li>Conditionally Accredited (CECG only) \$421.18-\$443.69</li> <li>Graduate – Level 1 \$446.43</li> <li>Proficient Teachers– Levels 2-3 \$523.04 - \$582.38.</li> </ul> <p>ACT Casual Teacher daily rates (effective 1/8/26)</p> <ul style="list-style-type: none"> <li>Conditionally Accredited \$424.29-\$446.68</li> <li>Graduate – Level 1 \$469.34</li> <li>Proficient Teachers– Levels 2-3 \$525.58 - \$584.75.</li> </ul> <p><u>Casual Trade Trainer daily rates</u> (effective 27/1/26) \$466.43 - \$582.38</p>
<p>The <b>definition of casual employee</b> was varied from 27 August 2024 to include a note referencing changes to the meaning of casual employee under the <i>Fair Work Act 2009</i>.</p>	<p>Clause 13 – Casual employees, of the Proposed Agreement states that the meaning of casual employee will be as per the definition at s15A of the <i>Fair Work Act 2009</i>.</p>
<p>A new clause 15A – <b>Right to disconnect</b> was inserted in the Award from 26 August 2024.</p> <p>This clause refers to the provisions at s333M of the <i>Fair Work Act 2009</i>.</p>	<p>The Proposed Agreement does not include a right to disconnect provision.</p> <p>Enterprise agreements are not required to include a right to disconnect term.</p> <p>The provisions of s333M of the <i>Fair Work Act 2009</i> apply to employees.</p>
<p>A new clause 28A – <b>Workplace delegates' rights</b> was inserted in the Award from 1 July 2024.</p>	<p>Clause 49 – Workplace union delegates' rights in the Proposed Agreement includes provisions which are consistent with those in the Award.</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Variation	Proposed Agreement - Corresponding Term
<p>The <b>vehicle allowance</b> was increased to \$0.99 per kilometre from 1 July 2024.</p> <p>This is payable when an employee uses their private motor car for work purposes. A maximum of 400km can be claimed per week.</p>	<p>The travel allowances under the Proposed Agreement are as follows (effective from the commencement date):</p> <p>\$0.64 per kilometre (Wilcannia-Forbes) \$0.84 per kilometre (all other employers).</p> <p>There is no limit on the number of kilometres that can be claimed.</p>
<p>Clause 17 - <b>Superannuation</b> was varied from 9 April 2024 to refer to current superannuation legislation and superannuation requirements around employee stapled superannuation funds.</p>	<p>Clause 27 – Superannuation of the Proposed Agreement refers to stapled superannuation funds and to superannuation legislation.</p>

## EDUCATIONAL SERVICES (SCHOOLS) GENERAL STAFF AWARD 2020

Award Variation	Proposed Agreement - Corresponding Term
<p><b>Rates of pay</b> were varied effective 1 July 2025 for the Fair Work Commission's annual wage review.</p> <p>Annual salaries:</p> <ul style="list-style-type: none"> <li>Classroom support services – Levels 1-3 \$49,467 - \$56,782</li> <li>Curriculum resource services – Levels 2-5 \$53,453 - \$66,905</li> <li>Administrative services – Levels 1-8 \$49,467 - \$88,283</li> <li>School operational services – Levels 1-6 \$49,467 – 74,017</li> <li>Boarding services - Levels 2-5 \$53,453 - \$66,905.</li> </ul>	<p>Rates of pay and allowances are increased under the Proposed Agreement (Schedule B).</p> <p>Annual salaries (effective 1/7/25):</p> <ul style="list-style-type: none"> <li>Classroom and learning support – Levels 3-5A \$72,782 - \$106,458</li> <li>Administrative services – Levels 3-6B \$72,782 - \$109,326</li> <li>School operational services – Levels 1-4 \$56,881 - \$89,462</li> <li>Boarding services (Wagga Wagga) - \$61,189 - \$142,044.</li> </ul>
<p><b>Allowances</b> were varied effective 1 July 2025 for the Fair Work Commission's annual wage review.</p> <ul style="list-style-type: none"> <li>Meal allowance \$19.93 per occasion</li> <li>Uniform/laundry \$7.50 per week</li> <li>First aid allowance \$920.47 pa / 3.84 pd</li> <li>Sleepover allowance on camps (nursing and boarding staff only) \$61.36 per sleepover.</li> </ul>	<p>Allowances are increased from the commencement date of the Proposed Agreement (Table B4 of Schedule B)</p> <ul style="list-style-type: none"> <li>Meal allowance \$19.93 per occasion</li> <li>Uniform/laundry \$8.42 per week</li> <li>First aid allowance \$23.09 pw /\$4.62 pd</li> <li>Overnight camps allowance (classroom and learning support only) \$48.67 per occasion.</li> </ul>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Variation	Proposed Agreement - Corresponding Term
The <b>definition of casual employee</b> was varied from 27 August 2024 to include a note referencing changes to the meaning of casual employee under the <i>Fair Work Act 2009</i> .	Clause 13 – Casual employees, of the Proposed Agreement states that the meaning of casual employee will be as per the definition at s15A of the <i>Fair Work Act 2009</i> .
A new clause 15A – <b>Right to disconnect</b> was inserted in the Award from 26 August 2024.  This clause refers to the provisions at s333M of the <i>Fair Work Act 2009</i> .	The Proposed Agreement does not include a right to disconnect provision.  Enterprise agreements are not required to include a right to disconnect term.  The provisions of s333M of the <i>Fair Work Act 2009</i> apply to employees.
A new clause 28A – <b>Workplace delegates' rights</b> was inserted in the Award from 1 July 2024.	Clause 49 – Workplace union delegates' rights in the Proposed Agreement includes provisions which are consistent with those in the Award.
The <b>vehicle allowance</b> was increased to \$0.99 per kilometre from 1 July 2024.  This is payable when an employee uses their private motor car for work purposes. A maximum of 400km can be claimed per week.	The travel allowances under the Proposed Agreement are as follows:  \$0.64 per kilometre (Wilcannia-Forbes) \$0.84 per kilometre (all other employers).  There is no limit on the number of kilometres that can be claimed.
Clause 17 - <b>Superannuation</b> was varied from 9 April 2024 to refer to current superannuation legislation and superannuation requirements around employee stapled superannuation funds.	Clause 27 – Superannuation of the Proposed Agreement refers to stapled superannuation funds and to superannuation legislation.

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

## ANNEXURE B

### TRADE TRAINERS

The table below sets out the differences between provisions of the Educational Services (Teachers) Award 2020 and the Proposed Agreement. It also notes provisions within the Proposed Agreement which are not provided in the Award. Where provisions in the Award and Proposed Agreement are consistent, they have not been listed.

Award Provision	Proposed Agreement
<p><b>Clause 4 – Coverage</b></p> <p>The Award covers employers throughout Australia in the school education industry, children’s services and early childhood education industry and their employees.</p> <p>Employees excluded from coverage are listed.</p>	<p><b>Clause 2 – Coverage</b></p> <p>The Proposed Agreement covers NSW/ACT Catholic Diocesan employers (other than Broken Bay and Parramatta) and their employees engaged as Teachers, Trade Trainers and General Employees.</p> <p>Trade Trainers’ coverage commences 27/1/26.</p> <p>The clause lists those employees who are excluded from coverage.</p>
<p><b>Clause 11 – Part-time employees</b></p> <p>Part-time employees are engaged to work up to 90% of full-time hours.</p> <p>If the hours are more than 90% they will be considered full-time, unless otherwise agreed.</p> <p>Part-time employees receive entitlements on a pro rata basis.</p> <p>Part-time teaching loads or days of attendance cannot be varied unless by agreement or with 7 weeks’ notice where the variation is due to changes in enrolments/funding/curriculum.</p>	<p><b>Clause 11.6 – Employment of Trade Trainers</b></p> <p>Part-time Trade Trainers work up to 80% of full-time hours.</p> <p>Part-time Trade Trainers are paid on a pro rata basis based on their FTE teaching load.</p> <p>Part-time employees will not be required to attend days when they are not engaged to teach other than may be occasionally and reasonably required.</p>
<p><b>Clause 13 – Fixed term employees</b></p> <p>Employees can be engaged for at least 4 weeks and up to 12 months to undertake specified projects of tasks that are time or funding limited or to replace an absent employee. In the latter case, the period of engagement can be extended for up to a further 12 months.</p>	<p><b>Clause 14 – Temporary Employees (Employees on Fixed-Term Contracts)</b></p> <p>The provisions of the <i>Fair Work Act 2009</i> on fixed term contracts governs the engagement of temporary employees.</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
<p><b>Clause 14 – Classification on appointment</b></p> <p>Sets out the classification structure and how to classify employees at the various levels.</p> <p>Trade Trainers would be classified at Level 1 as “all other teachers” as they are not required to hold an education degree.</p> <p>Trade Trainers would not progress beyond Level 1 as only employees holding recognised teaching qualifications and proficient teacher accreditation or registration can do so.</p>	<p><b>Clause 17 – Classification and salaries for Trade Trainers</b></p> <p>Sets out the Trade Trainer classification scale which has 5 steps.</p> <p>Progression through the scale occurs after the completion of 12 months full-time equivalent service.</p> <p>Service with other Catholic employers, in TAFE or in the trade are recognised for salary purposes.</p>
<p><b>Clause 15 – Ordinary hours of work</b></p> <p>Ordinary hours are averaged over a year and are variable during term weeks. In return an employee is generally not required to attend for work in non-term weeks, with some exceptions.</p> <p>Maximum of 205 days to be worked per year (term and non-term). There are certain listed activities which do not count towards the 205 days.</p> <p>The employer must provide written notice of the term and non-term days of attendance 6 months in advance.</p> <p>An employee’s absence in non-term weeks is deemed to include their annual leave entitlement.</p> <p>The annual salary is in full satisfaction of their entitlements for a school year.</p>	<p><b>Clause 28 – Hours of work for Trade Trainers</b></p> <p>The Agreement supplements the NES which deals with maximum weekly hours (which are 38 per week). The hours can be averaged over a 12 month period.</p>
<p><b>Clause 15A – Employee right to disconnect</b></p> <p>Refers to the provision of s333M of the <i>Fair Work Act 2009</i>.</p>	<p>No provision in the Proposed Agreement.</p> <p>Section 333M of the <i>Fair Work Act 2009</i> applies to employees.</p>
<p><b>Clause 16 – Breaks</b></p> <p>Employees are entitled to a 30 minute unpaid and uninterrupted meal break if engaged for more than 5 hours on a day. The break must start no later than 5 hours after starting duty.</p>	<p><b>Clause 33 – Meal and rest breaks</b></p> <p>Trade Trainers who work more than half a school day are entitled to an uninterrupted meal break. Employees and employers can agree to alternative arrangements.</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
<p><b>Clause 17 – Minimum rates</b></p> <p>Level 1 - \$72,497 Level 1 casual daily rate \$347.35</p> <p>Casual employee daily rate is calculated by weekly rate / 5 + 25% casual loading.</p> <p>Minimum casual payment is for a half day.</p>	<p><b>Schedule C – Trade Trainers – salaries and allowances</b></p> <p>Step 1 \$90,177 Step 2 \$96,980 Step 3 \$101,122 Step 4 \$105,263 Step 5 \$112,594</p> <p>Casual employee daily rates are calculated by annual rate / 203 +5% casual loading.</p> <p>Casual 1 \$466.43 Casual 2 \$523.04 Casual 3 \$582.38</p>
<p><b>Clause 19 – Allowances</b></p> <p>Leadership allowances are provided. The amount depends on the size of the school and the nature of the leadership role.</p> <p>Vehicle allowance for use of private motor car on work duties is \$0.99 per km. A maximum of 400km per week can be claimed.</p>	<p><b>Clause 21 – Allowances and expense related entitlements for Teachers and Trade Trainers</b></p> <p>Travel allowance for use of private motor vehicle on work duties is \$0.64 per km (Wilcannia Forbes) or \$0.84 per km (all other employers).</p> <p>Other allowances in the Proposed Agreement e.g. promotion allowances, student supervision, special education are not applicable to Trade Trainers.</p>
<p><b>Clause 20 – Superannuation</b></p> <p>Requires employers to pay superannuation in accordance with superannuation legislation.</p> <p>Facilitates employees authorising employers to make superannuation contributions from post-tax earnings.</p>	<p><b>Clause 17 - Superannuation</b></p> <p>Superannuation entitlements are more beneficial than provided by superannuation legislation.</p> <p>Superannuation is payable on all termination payments and during periods of paid parental leave (which do not form part of ordinary time earnings under superannuation legislation).</p>
<p><b>Clause 22 – Pro rata payment of salary inclusive of annual leave</b></p> <p>Provides a formula for pro rata payment of salary where an employee ceases employment, starts work after the start of the school year, takes leave without pay of more than 2 weeks in</p>	<p><b>Clause 35 – Salary adjustment formula and student vacation periods</b> <b>Clause 36 – Annual adjustment of salary formula</b></p> <p>Provides formulas for pro-rata payments where an employee ceases employment, starts work after the start of the school year, takes leave</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
the year; or varies their hours during the school year.	without pay of more than 20 days in the year; or varies their hours during the school year.
<p><b>Clause 23 – Annual leave loading</b></p> <p>17.5% annual leave loading is payable on 4 weeks annual leave. It is paid either when the employee takes leave or on termination of employment.</p> <p>Employers can elect to increase wage payments by 1.342% instead of paying leave loading.</p>	<p><b>Clause 34.3 – Annual leave loading</b></p> <p>17.5% annual leave loading is payable after 1 December each year or on termination.</p>
<p><b>Clause 24 – Personal/carers leave</b></p> <p>Leave is as per the NES i.e. 10 days per year of service.</p>	<p><b>Clause 38 – Personal/carers’ leave</b></p> <p>Trade Trainers are entitled to 15 days leave per year.</p> <p>Other beneficial entitlements compared to the NES include:</p> <ul style="list-style-type: none"> <li>• Evidence is not required for the first 3 days absence in a year</li> <li>• The Agreement provides portability of personal/carers' leave between other Catholic employers as provided in <b>Annexure K</b> of the Agreement.</li> <li>• An employee is entitled to a separate day of paid leave each year to meet a scheduled family commitment e.g. graduation of a family member.</li> </ul>
<p><b>Clause 25 – Parental leave and related entitlements</b></p> <p>Leave is as per the NES. The NES only provides unpaid parental leave.</p>	<p><b>Clause 39 – Parental leave and related entitlements</b></p> <p>The NES applies in addition to the following:</p> <ul style="list-style-type: none"> <li>• 14 weeks paid parental leave for initial primary carers</li> <li>• For an employee who is not the initial primary carer: <ul style="list-style-type: none"> <li>○ Two continuous weeks paid parental leave at the date of birth/placement; and</li> <li>○ 12 continuous weeks paid parental leave if the initial primary carer returns to work or study.</li> </ul> </li> <li>• Recognition of 12 months service with a previous Catholic school in NSW or ACT for the purposes of entitlement to paid parental leave.</li> </ul>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
	<ul style="list-style-type: none"> <li>Temporary employees with at least 3 years continuous service and whose employment ceases during a period of paid parental leave will be paid out for the untaken portion of the 14 week leave period.</li> </ul>
<p><b>Clause 24 – Compassionate leave</b></p> <p>Leave is as per the NES i.e. 2 days paid leave (non-casuals) per occasion (death, serious injury/illness, miscarriage, stillbirth). Casuals entitled to unpaid leave.</p>	<p><b>Clause 41.1 &amp; 41.2 – Compassionate leave</b></p> <p>Leave is as per the NES except that 3 days paid leave (non-casuals) applies on the death of an immediate family member or household member.</p>
<p><b>Clause 26 – Community service leave</b></p> <p>Leave is as per the NES:</p> <ul style="list-style-type: none"> <li>Jury duty – payment made for the first 10 days of jury service only</li> <li>Emergency services – unpaid leave</li> </ul>	<p><b>Clause 41.3 – Community service leave</b></p> <p>Leave is as per the NES plus the following (excluding casuals):</p> <ul style="list-style-type: none"> <li>Payment for the full period of jury duty.</li> <li>All employees (other than a casual) are eligible to be paid up to 5 days in a year for emergency leave for service to the community as defined in the Agreement</li> </ul>
<p><b>Clause 28 – Public holidays</b></p> <p>Public holidays are as per the NES. Employees and employers can agree to substitute another day for a public holiday.</p>	<p><b>Clause 37 – Public holidays</b></p> <p>Public holidays are as per the NES.</p>
<p><b>Clause 29 – Consultation about major workplace change</b></p> <p>Provides a consultation process which employers must follow in circumstances of major change with significant effects on employees.</p>	<p><b>Clause 46 – Consultation regarding major workplace change</b></p> <p>The clause is consistent with the Award.</p>
<p><b>Clause 31 – Dispute resolution</b></p> <p>Provides a process to deal with disputes about the Award and the NES.</p> <p>Attempts should be made to resolve the dispute locally. If this fails, the dispute can be escalated to the Fair Work Commission (FWC). The FWC can only arbitrate the dispute if all parties agree.</p>	<p><b>Clause 45 – Dispute resolution procedures</b></p> <p>Provides a process to deal with disputes about the Agreement, NES and Work Practice Agreements.</p> <p>An unresolved dispute can be referred to the FWC for arbitration at the request of one party (subject to conditions).</p>



# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
<p><b>Clause 32 – Termination of employment</b></p> <p>Notice of termination is 7 term weeks (or payment in lieu).</p> <p>If the employee does not provide the notice, the employer may deduct up to 2 weeks wages from final wages due (if reasonable).</p> <p>Employees can have one day off work for job searching during the notice period (where termination is employer initiated).</p> <p>Employees (non casual) can request a statement of service.</p>	<p><b>Clause 43 – Termination of employment</b></p> <p>Trade Trainers (excluding casuals) notice is a minimum of four weeks' notice which must expire in the term it is given either at the end of that term or at least two weeks before the end of that term (or payment in lieu). Employees over 45 years with 2 years continuous service receive an additional 1 week notice.</p> <p>If the employee does not provide the notice the employer can withhold an amount equal to the notice not given only if the employee authorises the deduction as per the <i>Fair Work Act 2009</i>.</p> <p>Employees can request a statement of service.</p>
<p><b>Clause 33 – Redundancy</b></p> <p>Redundancy is as per the NES.</p> <p>The maximum payment is 16 weeks for an employee with at least 9 years but less than 10 years' service. The payment reduces to 12 weeks if the employee has at least 10 years' service.</p> <p>If an employee is transferred to a role with a lower salary, they are to receive notice as if their employment was being terminated (or payment in lieu).</p> <p>In a redundancy situation, a teacher is only entitled to the greater of notice of termination in accordance with the Award or notice of termination and redundancy pay in accordance with the NES.</p> <p>Where a part-time teacher's hours are reduced without their consent by 25% they will be entitled to the provisions of the redundancy clause.</p>	<p><b>Clause 44 – Redundancy pay</b></p> <p>This clause includes more generous redundancy pay to a maximum of 16 weeks for employees with 6 years+ service, increased to 20 weeks if the employee is aged 45 years and over.</p> <p>No provisions for reduction of part-time employee's hours without consent.</p> <p>If an employee is transferred to a role with a lower salary, they are to receive notice as if their employment was being terminated (or payment in lieu).</p> <p>Employees can have one day off per week during the notice period without loss of pay for job search purposes.</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
<p>Employees can have one day off per week during the notice period without loss of pay for job search purposes.</p>	
<p>The Award does not include long service leave provisions. The minimum long service leave entitlements are found in relevant legislation as follows:</p> <ul style="list-style-type: none"> <li>• The <i>Long Service Leave Act 1955</i> (NSW) provides 2 months of leave (which is approximately 8.67 weeks) after 10 years of continuous service with an employer. This equates to less than one week leave per year of service.</li> <li>• The <i>Long Service Leave Act 1976</i> (ACT) provides 1/5 of a month's leave per year of service, (being approximately 6.06 weeks leave after 7 years of service). This equates to less than one week of leave per year of service</li> </ul>	<p><b>Clause 40 - Long service leave</b></p> <p>For employees in NSW the <i>Long Service Leave Act 1955</i> applies, and for employees in the ACT the <i>Long Service Leave Act 1976</i> (ACT) applies (collectively termed below the 'LSL Act'), except where the Agreement provides for more generous conditions, which include:</p> <ul style="list-style-type: none"> <li>• more generous rates of accrual than under the LSL Act, being 49.4 hours per year of service (13 weeks after 10 years' service) <b>(Clause 40.3)</b>.</li> <li>• long service leave will be exclusive of pupil vacation periods i.e. the employee's usual salary will be paid during such periods <b>(Clause 40.5(f))</b>.</li> <li>• The ability to take leave in short blocks <b>(Clause 40.5(g))</b>.</li> <li>• The ability to cash out, by mutual agreement, LSL in excess of the entitlement provided by the LSL Act <b>(Clause 40.6)</b>.</li> <li>• All employees with 5 years' service are paid their accrued leave on termination of employment regardless of the reason. <b>(Clause 40.7)</b>.</li> <li>• All employees can transfer their LSL or have service recognised for LSL purposes when they terminate employment with a 'Participating Employer' and are employed by another 'Participating Employer' within two terms <b>(Clause 40.9 &amp; Annexure L)</b>.</li> </ul>
<p>Not provided in the Award</p>	<p><b>Clause 41.4 – Paid cultural and ceremonial leave</b></p> <p>3 days paid leave per year for full-time and part-time employees who identify as Aboriginal and/or Torres Strait Islander.</p>

# Your Enterprise Agreement Explained

NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025

Award Provision	Proposed Agreement
Not provided in the Award	<p><b>Clause 41.6 – Examination and study leave</b></p> <p>Employees (not casuals) can access leave with pay for examinations and graduation and without pay for compulsory residential schools.</p>
Not provided in the Award	<p><b>Clause 41.7 – Overseas volunteer programs</b></p> <p>Employees (not casuals) who have completed 5 years' service can access leave without pay to work in an approved overseas volunteer program.</p>
Not provided in the Award	<p><b>Clause 41.9 – Paid emergency disaster leave</b></p> <p>Employees (not casuals) can access 5 days paid leave per year if they cannot attend work or work remotely due to declared emergencies.</p>
Not provided in the Award	<p><b>Clause 42 – Suspension</b></p> <p>Trade Trainers can be suspended with or without pay while the employer is considering any matters which may lead to the employee's summary dismissal.</p> <p>Suspension without pay will occur for a maximum of 4 weeks unless otherwise agreed by the employee.</p>