

Bargaining Loop

ACTION NOW

QLD CATHOLIC SCHOOLS
COLLECTIVE BARGAINING 11

Bargaining Loop #3 – 18 March 2026

Yesterday, IEU employee representatives met with employer representatives to continue negotiations for replacement Queensland Catholic school collective agreements.

In short:

- Employers have complained about the number of employee claims, but only have themselves to blame after ignoring issues for years.
- Employers are yet to respond to any IEU member claims.
- The next SBU meeting will be held on 22 April 2026.

Employers can no longer ignore issues

Employers have complained about the number of employee claims.

They only have themselves to blame.

Issues like workload, fair pay for school officers and recognition of specialist staff have been ignored by employers across multiple rounds of bargaining.

And despite these issues being known to employers, none of their claims attempt to address them. Employers simply present no vision for the future of Catholic schools.

IEU members' message is clear: these issues will not go away.

It's time for **ACTION NOW** on:

- Addressing the workload crisis.
- Wages that recognise the value of their work.
- Implementing contemporary rights at work.
- Recognition of specialist and leadership roles.

Employers yet to respond to claims

Our union has remained constructive in the negotiations, agreeing in principle to some employer claims that would make modest changes to working conditions.

Over 30 IEU member claims have been tabled, outlining the vision for the future of Catholic schools that employers lack.

Employers are yet to respond to any of these claims. IEU members will not accept further years of employer inaction.

The upcoming Single Bargaining Unit (SBU) meeting on 22 April 2026 is an opportunity for employers to respond positively to members' claims.

Claims tabled

Across two recent SBU meetings, our union representatives tabled further claims including:

- Improved conditions for staff in flexible learning centres and special assistance schools.
- Clarity of conditions for those in a Permission to Teach (PTT) arrangement.
- Recognition for instrumental music teachers and tutors, librarians, and counsellors.
- Enhanced overtime rates for resident teachers in boarding schools.

Details about previously tabled claims, including our comprehensive plan to address workload, can be found in *Bargaining Loop* [Edition 1](#) and [Edition 2](#).

Download the [IEU member log of claims](#) for an overview of all claims.

Fair pay for all staff

A detailed general wage claim and school officer wage claim are the only outstanding IEU member claims, which will be tabled at the next SBU meeting.

IEU members' [log of claims](#) and our union's advocacy at the SBU has reinforced the need to deliver improved pay for all staff.

Staff must be paid contemporary rates of pay; this cannot be delayed by the lack of wage outcome for teachers in public schools.

The same percentage wage increase must be applied for teaching and non-teaching staff. Beyond the percentage wage increase, school officer wage rates are in desperate need of review.

With the Alternative School Officer Classification Structure (ASOCS) providing more appropriate classification of school officer roles, wages must be enhanced to align with the value of work.

Next steps

The next SBU meeting is scheduled for 22 April 2026.

In the meantime, members are strongly encouraged to engage with their Chapter delegates about the campaign (or to elect Chapter delegates if they aren't in place).

It's also a great time to speak with colleagues yet to join IEU about the value of membership.

Every new member makes our voice stronger in these negotiations.

Links:

