

# Bargaining Loop

**ACTION NOW**  
QLD CATHOLIC SCHOOLS  
COLLECTIVE BARGAINING 11

## Bargaining Loop #5 – 13 May 2026

Queensland Catholic school employers showed they have no plan to address the 10-25% pay inequity facing school officers – as collective bargaining negotiations continued yesterday.

### In short:

- Classroom support staff are paid between 10-25% less than those in NSW Catholic schools doing the same work.
- Employers have showed they are unwilling to address this unfair pay inequity.
- Employers are still yet to respond to the employee wage claim for increases of 4% each year over the life of the agreement.
- A strong response from IEU Chapters is essential to progress our union's bargaining claims.
- The next bargaining meeting will be held on 4 June 2026.

## School officer pay inequity cannot be ignored

Employers have known for a long time that they underpay school officers for the work they do.

Yesterday, employee representatives proved it, tabling clear evidence that cannot be ignored.

Classroom support staff in Queensland Catholic schools are **paid between 10-25% less** than those in New South Wales Catholic schools doing the same work.

Classifications line up, position descriptions line up – demonstrating a clear underpayment in Queensland.

### CLASSROOM ASSISTANTS

Classification	QLD	NSW	Difference
Level 2 Step 1 (QLD) Level 3.1 (NSW)	\$64,455	\$72,782	12.92%
Level 2 Step 2 (QLD) Level 3.2 (NSW)	\$65,395	\$73,057	11.72%
Level 2 Step 3 (QLD) Level 3.3 (NSW)	\$65,828	\$73,335	11.40%
Level 3 Step 1 (QLD) Level 4.1 (NSW)	\$67,753	\$81,913	20.90%
Level 3 Step 4 (QLD) Level 4.2 (NSW)	\$70,628	\$83,392	18.07%
Level 4 Step 1 (QLD) Level 4.3 (NSW)	\$73,331	\$89,462	22%
Level 4 Step 3 (QLD) Level 4.4 (NSW)	\$75,637	\$95,178	25.84%

- Wage rates for full-time roles (38 hours per week).
- Classroom Assistants are typically on fractional employment equivalent to around 80% of the full-time rates.
- NSW roles commence at classification Level 3.1 (entry rate) – no Level 1 or 2 exists.
- Classification scale compressed to aid comparison.

Unfortunately, the employers' response at yesterday's bargaining meeting showed they have **no plan to address this unfair pay inequity.**

It remains to be seen how much of this wage deficit can be made up in this round of bargaining, but employers must start to address it.

### **Employers yet to respond to 4% wage claim**

Employers are yet to respond to the employee wage claim of 4% per year over the life of the agreement.

Employers have made no response to over 20 matters in the employee log of claims.

Despite this delay, employers maintain their threat to deny backpay to employees if they do not vote in favour of a proposed agreement by 31 October 2026.

### **ACTION NOW Week | 18-22 May**

Our union has a clear plan for ACTION NOW on the key issues in schools:

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

Our union will be calling on Chapters to get involved in **ACTION NOW Week** throughout Week 5 (18-22 May).

Building a strong employee voice is essential to progress our bargaining claims.

**i ACTION NOW Week materials have been posted to Chapters. Further information will be emailed to IEU Delegates and Chapters this week.**

### **Next bargaining meeting**

The next bargaining meeting will be held on Thursday, 4 June 2026.

### **Find out more about the employee claims**

Members can visit the [Action Now Claim Hub](#) or watch a video via the QR Code.



Links:

