Independent Education Union
Queensland and Northern Territory Branch

Bargaining Loop

ACTION NOW
QLD CATHOLIC SCHOOLS COLLECTIVE BARGAINING 11

Bargaining Loop #6 – 5 June 2026

Employers revealed the majority of their "total package offer" at this week's bargaining meeting.

In short:

- The employer "total package offer" falls well short of the employee claim.
- Employees deserve genuine negotiation, not simply a "no" response
- Members are encouraged to share their ACTION NOW stories ahead of the final scheduled bargaining meeting on 23 June.

Responses to employee claims

Workload and work intensification relief	REJECTED
4% wage increase each year	INADEQUATE RESPONSE
Target teacher wages to leading interstate comparator	REJECTED
School officer wages adjusted to recognise value of work	INADEQUATE RESPONSE
10 days paid reproductive health leave in line with the public sector	INADEQUATE RESPONSE
Allowance for staff administering medication to students	REJECTED
Additional support and allowance for teachers of inclusive student support	REJECTED
Enhanced conditions for senior leaders	REJECTED
Recognition of program leaders in primary schools	REJECTED
Improved conditions in flexible learning centres and special assistance schools	REJECTED
Protections for staff in the use of AI	REJECTED
Better conditions for instrumental music teachers/tutors, librarians and counsellors	REJECTED

Employer positions

Employers outlined the following positions as part of their "total package" offer:

- Wage increases of 4%, 3.5% and 3.5% per year over the life of the agreement.
- School officer wage increases delayed by moving the payment date to 1 July each year for all staff.
- A very small adjustment to the Alternative School Officer Classification Structure (ASOCS) through the introduction of a new step in some levels and a one-off 1.5% increase to Level 3 Step 4.
- Five days of paid reproductive health leave with a range of restrictions on access.

"Responses" are not negotiations

Employers assert they have provided a "response" to all the employee claims.

That response has largely turned out to be "no".

"No" is not good enough.

Employers need to move beyond a ***response*** and provide a genuine ***negotiation***.

Negotiation is the only way to resolve the key issues in schools:

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

Backpay threat

Employers' "total package offer" comes with a threat to deny backpay if employees do not vote in favour of a proposed agreement before 31 October 2026.

Want to know more?

Register for **our ACTION NOW Town Hall online meeting** at 4:00pm on Tuesday, 9 June 2026.

IEU-QNT Branch Secretary Terry Burke will discuss the employee claims, employer responses and how members can support the ACTION NOW campaign.

Next steps

Our union will provide a detailed briefing next week outlining member activities to progress our ACTION NOW campaign.

Our **Share Your Story online form** is still open.

If you believe the employer "response" is not good enough, please take 10 minutes to Share Your Story about why we need ACTION NOW.

The final scheduled bargaining meeting will be held on Tuesday, 23 June 2026.

Scan the QR Code to access links: