Independent Education Union
Queensland and Northern Territory Branch

Bargaining Loop

ACTION NOW
QLD CATHOLIC SCHOOLS COLLECTIVE BARGAINING 11

Bargaining Loop #7 – 24 June 2026

Employers doubled down on their inadequate "total package offer" to employees at the final bargaining meeting.

In short:

- Employers **rejected** the majority of employee claims and provided an inadequate response to the others.
- Employers clearly intend to take their offer to a ballot.
- Without further negotiation, employees who want key issues addressed have no option but to vote "no" to the offer.

Employers say “current arrangements are appropriate”

In yesterday's meeting, employers repeatedly said "current arrangements are appropriate" to justify their rejection of employee claims.

A brief summary of those "current arrangements":

❌ No action on workload and work intensification.
❌ No significant adjustment to school officer wages.
❌ No adjustment to teacher classification to target leading interstate rates.
❌ No additional allowance for staff who administer medication to students.
❌ No additional support for teachers of inclusive student support.
❌ No enhanced conditions for senior leaders.
❌ No recognition of primary program leaders (however named).
❌ No additional support for staff in flexi centres and special assistance schools.
❌ No protection for staff in the use of AI.
❌ No additional support for library staff.
❌ No additional support for counsellors.
❌ No additional support for instrumental music teachers and tutors.

Employees tabled claims to address these issues, but employers have rejected them entirely.

No change to inadequate positions

Employers would not commit to revising their inadequate positions, including on the general wage increase and paid reproductive health leave.

Wage offer leaves employees behind

The employer wage offer would see teacher wages fall behind significantly and provide only a small adjustment to the school officer classification structure.

All wage increases would be paid from 1 July, delaying the usual increase for school officers and services staff by two months.

Paid reproductive health leave inadequate and restrictive

The employer position on paid reproductive health leave remains below the employee claim for 10 days of leave in line with the public sector.

The employer offer is 5 days of leave with significant restrictions: employees must reduce their personal leave first and only a limited number of chronic conditions qualify.

Further information about the employee claims is available on the Action Now Campaign Hub.

Member feedback

Member feedback throughout the negotiations has been very clear: current arrangements are anything but appropriate.

There are real issues in schools that must be addressed.

Without significant improvement to the employer offer, employees who want these issues addressed will be left with no option but to vote "no" in a ballot.

Our **"have your say on the employer offer"** form remains open and we encourage all members to share their views.

Next steps

Our union will continue to support members in our **campaign for ACTION NOW** on the key issues in schools.

With employers indicating there is no need for further Single Bargaining Unit (SBU) meetings, it's clear that they intend to proceed to ballot on their inadequate offer.

As a result, our campaign will move into a new phase next term.

We'll provide further updates after the school holidays – we hope all members have a restful break.

Scan the QR Code to access links: