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(e) a person who is a volunteer or contractor; and

(f) a person who works in a non-educational and commercially focussed enterprise

school for teachers who are to commence teaching on the first day of the first term.

‘school year’ means the period of 12 months commencing from the school service date and includes term weeks and non-term weeks.

‘statement of s ervice’ means a statement from an Employer on official letterhead that contains the start date of employment, termination date, classification, whether service was full-time, part-time or casual, whether any leave without pay was taken and the paid promotion positions held by the Principal, including the position of Principal.

‘superannuation guarantee legislation’ includes the Superannuation Guarantee Charge Act 1992 (Cth) and the Superannuation Guarantee Administration Act 1992 (Cth) as amended or replaced.

‘term day’ means a weekday falling within the designated term time of a given school year, as set out in the school calendar published by an Employer.

‘term week ’ means a week falling within the designated term time of a given school year as set out in the school calendar published by an Employer.

‘trades skills centre’ formerly known as a trades training centre, means a centre funded by the federal Trades Skills Centres program that provides secondary students from years 9-12 with access to vocational education and training in schools.

‘Union’ means the Independent Education Union of Australia.

5. INDIVIDUAL FLEXI

5.3 The Employer must ensure that the individual flexibility arrangement:

(a) is in writing; and

(b) includes the name of the Employer and Principal; and

(c) is signed by the Employer and Principal and if the Principal is under 18 years of age, signed by a parent or guardian of the Principal; and

(d) includes details of:

(i) the terms of this Agreement that will be varied by the arrangement; and

(ii) how the arrangement will vary the effect of the terms; and

(iii) how the Principal will be better off overall in relation to the terms and conditions of their employment as a result of the arrangement; and

(iv) states the day on which the arrangement commences.

5.4 The Employer must give the Principal a copy of the individual flexibility arrangement within 14 days after it is agreed to.

5.5 The Employer or Principal may terminate the individual flexibility arrangement:

(a) by giving no more than 28 days written notice to the other party to the arrangement; or

(b) if the Employer and Principal agree in writing - at any time.

6. NO EXTRA CLAIMS

Except as provided by the Act, prior to 31 December 2021, there will be no further claim by the parties to this Agreement for changes to salaries, rates of pay, allowances, or conditions of employment in relation to matters expressly contained in this Agreement.

7. ACCESS TO THE AGREEMENT

The Employer will ensure that a copy of this Agreement and the NES are readily accessible to all Principals.

PART 2

ROLE, SELECTION AND APPOINTMENT

8. EMPLOYMENT OF A PRINCIPAL

8.1 A Principal will be employed as a full-time or part–time Principal (including as a temporary full-time or part–time Principal) or as a casual Principal.

8.2 PART-TIME PRINCIPALS

(a) The terms of this Agreement shall apply pro rata to a part-time Principal based on a Principal's full-time equivalent (FTE) load.

(b) For the purpose of this subclause, FTE is defined as the proportion that the number of days, or part thereof, worked by a part-time Principal bears to a full-time Principal.

9. MISSION OF CATHOLIC SCHOOLS

9.1 NSW and ACT Catholic Systemic Schools strive to be:

(a) truly Catholic in their identity and life;

(b) centres of the new evangelisation;

(c) places where the dignity and potential of every student is recognised and developed;

(d) places where students are formed in the faith and can achieve high levels of 'Catholic religious literacy' and practice;

(e) places where the learning outcomes of every student are improved.

9.2 ROLE OF PRINCIPALS

Principals are required to support the mission, teachings and ethos of the Catholic Church's work in schools. It is expected that they:

(a) acknowledge and accept that their work in schools is part of the mission of the Catholic Church;s

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10. SELECTION AND APPOINTMENT PROCEDURES

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part-time to assist the Principal to care for the child.

11.3 The Principal is not entitled to make the request unless:

(a) for a Principal other than a casual Principal – the Principal has completed at least 12 months of continuous service with the Employer immediately before making the request; or

(b) for a casual Principal – the Principal:

(i) is a long term casual Principal of the Employer immediately before making a request; and

(ii) has a reasonable expectation of continuing employment with the Employer on a regular and systematic basis.

(c) the request must:

(i) be in writing; and

(ii) set out details of the change sought and of the reasons for the change.

11.4 Before responding to a request made under this clause, the Employer must discuss the request with the Principal and genuinely try to reach agreement on a change in working arrangements

11.6 If the Employer and Principal could not agree on a change in working arrangements under subclause 11 .4, the written response must:

(a) state whether or not there are any changes in working arrangements that the Employer can offer the Principal so as to better accommodate the Principal's circumstances; and

(b) if the Employer can offer the Principal such changes in working arrangements, set out those changes in working arrangements.

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11.7 If the Employer and Principal reached an agreement under subclause 11.4 on a change in working arrangements that differs from that initially requested by the Principal, then the Employer must provide the Principal with a written response to their request setting out the agreed change(s) in working arrangements.

leave taken in accordance with Clause 24 – Parental Leave and Related Entitlements that commenced on or after 1 January 2020 will be recognised as service for classification progression purposes, provided that:

(i) the period of parental leave that is recognised for classification progression is inclusive of the maximum period of 14 weeks in paragraph 24.1(e);

(ii) the Principal remains employed by the Employer during and immediately after the period of parental leave;

(iii) the service to be recognised by the Employer will be credited to the Principal on the Principal's return to work from parental leave;

(iv) service will be recognised at the FTE the Principal would have worked had the Principal not taken the parental leave. For example, a Principal working 0.5 FTE immediately prior to taking a period of unpaid parental leave, including on a flexible working arrangement, who takes 12 month (o2 (e w)2.6 (or)-6 (k)-2 (ed)10.5 ( )]TJ 0..6 (m)-6(i)2.6 e(bl)2.6 (e w)2.6Tc

(d) Where the additional loading was offered on engagement of a Principal at a particular school, the loading will be payable for the period of appointment of the

15. PART-TIME AND CASUAL PRINCIPALS

A part-time or casual Principal, i

contributions in respect of the Principal to a new Fund. The Employer will only be obliged to make such contributions to the new Fund where the Employer has been advised in writing:

(a) of the Principal's application to join the other Fund; and

(b) that the Principal has notified the trustees of the Principal's former Fund that the Principal no longer wishes the contributions which are paid on the Principal's behalf to be paid to that Fund.

17.5 EXCEPTIONS

An Employer will not be required to make contributions under this Agreement in respect of a Principal who:

(a) is absent from his or her employment without pay, for such period of absence without pay; or

(b) subject to the provisions of paragraph 17.2(d) (Qualified Principal), earns less than $450 salary per month; or

(c) is under the age of 18 years old and works less than 30 hours per week; or

(d) is otherwise referred to in section 27 of the SGAA.

PART 5

HOURS OF WORK

18. HOURS OF WORK FOR PRINCIPALS

This Agreement supplements the NES that deals with maximum weekly hours. The ordinary hours of a Principal may be averaged over a twelve month period.

(b) taken leave without pay of greater than 20 pupil days during the School Year; or

(c) has experienced a variation in FTE load or hours of work during the School Year.

The payment provided in this clause is inclusive of entitlements to Annual Leave under the relevant provisions of the Act. In all other circumstances a Principal will be paid their ordinary pay throughout each week of the student vacation periods.

20.3 [illegible] 20.1(b) Tc 0 Tw 1.935 0 T22.3.

20.6 PAYMENT FOR STUDENT VACATION PERIODS

Principals must be paid during student vacation periods for the same hours they would normally be scheduled to work during term time, subject to the proviso that, if a Principal's SVP Balance has been exhausted that Principal will have no further entitlement to payment during that particular student vacation period.

20.7 PAYMENT OF OUTSTANDING SVP BALANCES

(a) Principals must be paid any outstanding SVP Balances immediately upon:

(i) termination of employment; or

(ii) the conclusion of the school year; or

(b) A Principal proceeding upon a period of leave without pay, including unpaid parental leave, that is to conclude in the following School Year, may request that the payment of their outstanding SVP balance be made at a time prior to the conclusion of the school year. The Employer will make such payment in accordance with the Principal's request, as soon as practicable.

20.8 NOTIFICATION BY THE EMPLOYER

Where a Principal:

(a) commences employment after the start of a School Year;

(b) has a change in teaching load or working hours during the course of a School Year; or

(c) takes approved leave without pay or unpaid parental leave of more than 20 pupil days during the school year;

the Employer must advise the Principal in writing that that Principal may be subject to a reduction in salary or wages in the immediately following student vacation period and/or the student vacation period following Term 4.

21.

Armidale and the Diocese of Parramatta may, during the life of this Agreement, move to a new payroll system and as a result may adopt the provisions of Clause 20 – Salary Adjustment Formula and Student Vacation Periods in lieu of this Clause 21 – Annual Adjustment of Salary Formula . A Principal employed by the Diocese of Lismore, the Diocese of Maitland Newcastle, the Diocese of Armidale or the Diocese of Parramatta will be no worse off as a result. The Union and Principals will be notified in writing at least 3 months prior to any such change.

21.2 APPLICATION

This clause will apply in lieu of the corresponding annual leave provisions of the ( )Tj6174 Td [(21.)-J (i)2.3j -0-6 (eav)-2.1 (e (t)-6.91.935 0 Ch-7Tc 0.007 Tw 0.283 09-5.9 (o

D	is the result in weeks
E	is the number of non-term weeks worked by the Principal since the school service date
F	is the result in weeks
G	is the Principal's current fortnightly rate of pay/ salary
H	is the amount due

(b) A payment made pursuant to paragraph 21.3(c) to a Principal whose normal hours have varied will be calculated in accordance with the following formula:

STEP	FORMULA
1	A – B = C
2	$\frac{(C \times D)}{E} = F$
3	F - W BT98

21.6 PRINCIPALS WHO COMMENCE EMPLOYMENT AFTER THE SCHOOL SERVICE DATE

A Principal who commences employment after the school service date will be paid from the date the Principal commences, provided that, at the end of Term 4, the Principal will be paid an amount calculated pursuant to paragraph 21.5 (a) and will receive no other salary/wages until their return to work in the following school year.

In each succeeding year of employment, the anniversary of appointment of the Principal for the purposes of this clause will be deemed to be the school service date.

21.7 PRINCIPALS WHO TAKE APPROVED LEAVE WITHOUT PAY OR UNPAID PARENTAL LEAVE

(a) Where a Principal takes leave without pay or unpaid parental leave with the approval of the Employer for a period which (in total) exceeds 20 pupil days in any year, the Principal will receive payment calculated in accordance with this clause as follows:

(i) if the leave commences and concludes in the same school year payment will be calculated and made at the conclusion of Term 4 of that school year.

(ii) if the leave is to conclude in a school year following the school year in which the leave commenced:

(A) at the commencement of the leave a payment ion oflhoolcd ( )-2.1 (i)2.Tc D74 ( )

(i) because the Principal is not fit or able to work due to a personal illness, or personal injury, or unexpected personal emergency, or domestic violence affecting the Principal; or

(ii) to provide care or support to a member of the Principal's immediate family, or household member, and who requires care or support because of:

(A) a personal illness, or personal injury; or

(B) an unexpected emergency; or

(C) domestic violence.

(e) For the purposes of this clause an 'unexpected personal emergency' is a circumstance that is unplanned, due to circumstances beyond the Principal's control and is of an urgent and serious nature that requires the urgent attendance of the Principal. An 'unexpected emergency' is a circumstance that is unplanned, due to circumstances beyond the Principal's immediate family or household member's control and is of an urgent and serious nature that requires the urgent attention of the Principal to attend and provide care or support. The 0.6 (r)-6 (t)4n (t)-6.(a)11.2 (c)-2 (i)2.6 (r)-5.9 (c)-2 -istancec 0.007 na cda

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Chiropractic
Dental (including the profession of a dentist, dental therapist, dental hygienist, dental prosthetist and oral health specialist)
Medical
Nursing and midwifery
Optometry
Osteopathy
Pharmacy
Physiotherapy
Podiatry
Psychology
Aboriginal and Torres Strait Islander health practice
Chinese medicine
Medical radiation practice; or
Occupational therapy.

(c) FOR UNEXPECTED PERSONAL EMERGENCY OR DOMESTIC VIOLENCE, a Principal will, upon request, provide documentation acceptable to the Employer or a statutory declaration, outlining the nature of the unexpected personal emergency, or the fact of domestic violence, and that such circumstance prevented the Principal from attending work.

(d) TO PROVIDE CARE OR SUPPORT TO A MEMBER OF THE PRINCIPAL'S IMMEDIATE FAMILY OR HOUSEHOLD MEMBER,
a Principal will, upon request:

(i) produce a certificate from a registered medical practitioner or certificate or other evidence from a registered health practitioner, or statutory declaration, [illegible]

23.8 SPECIAL LEAVE

(a) A Principal (other than a casual Principal) is entitled to one day of paid Special Leave each calendar year, which is non-cumulative and which will not be deducted from Personal/Carer's Leave accruals.

(d) The Principal may elect to be paid during the period of paid leave in paragraph 24.1(b) either in accordance with the usual Employer payment schedule or as a lump sum payment in advance.

(e) A maximum period of 14 weeks will be counted as service where payment is made in accordance with paragraph 24.1(b).

(f) Where a Principal applies for a lump sum payment in advance under paragraph 24.1(d), the Principal will give the Employer at least one months' notice of intention.

(g) If a female Principal has commenced paid parental leave and subsequently the female Principal's pregnancy results in a still birth or death of a child, the Principal will be entitled to retain payment in accordance with this subclause equivalent to the salary/wages for the period of parental leave taken by the Principal.

(h) Paid parental leave will commence no earlier than one term prior to the expected date of birth of the child.

24.2 PAID PARENTAL LEAVE (NOT PRIMARY CAREGIVER)

(a) Where a Principal has an entitlement to, and takes, parental leave under the Act but is not the primary person responsible for the care of the child, the Principal will be entitled to paid parental leave in accordance with this subclause.

(b) A Principal will be entitled to one day of leave with pay on the date of their child's birth, or on the day on which their child or the primary person responsible for the care of the child leaves hospital following the child's birth, or in the case of adoption, the date of the child's placement.

(c) In addition to the entitlement in paragraph 24.2(b), a Principal will be entitled, subject to this subclause, to take paid parental leave in one continuous period not exceeding two weeks. The first week of such leave will be paid by the Employer and the second week of such leave will be deducted from, and will not exceed, the Principal's entitlement to paid personal/carer's leave in Clause 23 - Personal/Carer's Leave.

(d) The Principal will be entitled to take such parental leave in the four weeks before the date, or expected date, of birth of the child and not later than four weeks after the birth of the child, provided that the Employer may, in exceptional circumstances, request the Principal take leave at a time outside the period specified in this paragraph. If the Principal chooses to agree to the Employer's request, such agreement will be recorded in writing. In the case of adoption, unless otherwise agreed by the Employer, a Principal's entitlement to take paid parental leave cannot start earlier than, the date of the child's placement.

(e) The entitlement to paid parental leave in paragraphs 242 ()-6.7 (he)039 Tw -24 -1.17.039

		1.9 weeks per year, or portion of a year after 10 years of service
	1 February 2001 – 29 January 2006	1.3 weeks per year up to 10 years of service. 2 weeks per year, or portion of a year after 10 years of service

impose that the leave is inclusive of the pupil vacation period adjacent to or within the period of leave.

(f) LONG SERVICE LEAVE IN SHORT BLOCKS

(i) A Principal who has five years of continuous service may apply to access short blocks (of greater than two weeks and less than one term) of long service leave. The application may be approved at the discretion of the Employer having regard to:

(A) the educational needs of the students;

(B) the critical times of the school year;

(C) the personal circumstances of the Principal;

(D) the notice given and the period of leave requested by the Principal; and

(E) if applicable, whether the total number of absences of the Principal on long service leave in a year is in accordance with Employer policy.

(ii) Where an application for a short block of long service leave is approved pursuant to this paragraph, the leave will be exclusive of pupil vacation periods adjacent to or within the period of leave.

(g) LONG SERVICE LEAVE AND LEAVE WITHOUT PAY

(i) A Principal may request and be granted leave without pay, to be taken in addition to long service leave, such that the total period of leave comprises one or more complete school terms. The Employer will ordinarily consent to such an arrangement as long as the full period of paid leave and leave without pay is in the same year.

(ii) Where a Principal is entitled to an amount of long service leave which is in excess of a school term the Principal may elect not to take that part of the long service leave which is in excess of a term (the deferred leave), until such time as the Principal accumulates further entitlements which, when taken together with the deferred leave, enables long service leave to be taken for a whole term.

(h) LONG SERVICE LEAVE AND PARENTAL LEAVE

A Principal who has five years of continuous service with an Employer at the commencement of parental leave may apply to take and will be granted some or all of their pro rata long service leave during a period of unpaid parental leave, provided that the total period of leave does not exceed the period of parental leave that the Principal would be otherwise entitled to take under the Act. The Principal will give notice in writing of such application not less than four weeks prior to the intended date of commencement of parental leave.

25.8

(i)

PART 7

SUSPENSION AND TERMINATION OF EMPLOYMENT

27. SUSPENSION

27.1 Notwithstanding any of the provisions in this Agreement, an Employer may suspend a Principal with or without pay while considering any matter which in the view of the Employer could lead to the Principal'ch in orƁ2 (orl.2 (or (PL)4.3)12.82 (i)((

28.2 PAYMENT ON TERMINATION

(a) Principals will, upon termination of employment be paid all salary or wages and other monies due, and including any payments which may be due in lieu of annual leave (under the applicable provisions of clauses 19, 20 or 21) and/or long service leave.

(b) If a Principal fails to give the notice specified in paragraph 28.1(d), the Employer may withhold from any amounts payable under this Agreement, an amount for the period of notice not given by the Principal. Any such deduction made by an Employer must be in accordance with section 324 of the Act.

28.3 STATEMENT OF SERVICE

(a) On termination of employment the Employer will, on request, provide a Principal with a Statement of Service.

(b) Upon request, a casual Principal will be supplied with a Statement of Service which sets out the number of days of duty undertaken by the Principal during the period of engagement.

29. REDUNDANCY PAY

29.1 Where an Principal's employment is to be terminated due to redundancy, the Employer (subject to an application and further order of the FWC as set out in subclauses 29.2 and 28.3), will pay the following redundancy pay in respect of a continuous period of service:

(a) Where a Principal is under 45 years of age, the E

29.5 TIME OFF DURING THE NOTICE PERIOD

(a) A Principal given notice of termination by the Employer in circumstances of redundancy must be allowed up to one day off without loss of pay during each week of notice, to a maximum of five weeks, for the purpose of seeking other employment.

(b) If the Principal has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the Principal will, at the request of the Employer, be required to produce proof of attendance at an interview or the Principal will not receive payment for the time absent.

29.6 PRINCIPAL LEAVING DURING THE NOTICE PERIOD

A Principal given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The Principal is entitled to receive the benefits and payments they would have received under this clause had they remained in employment until the expiry of the notice, but is not entitled to payment in lieu of notice.

29.7 NOTICE TO CENTRELINK

An Employer must provide written notice to Centrelink as required by section 530 of the Act.

29.8 CENTRELINK EMPLOYMENT SEPARATION CERTIFICATE

The Employer will, upon receipt of a request from a Principal whose employment has been terminated, provide to the Principal an ‘Employment Separation Certificate’ in the form required by Centrelink.

30.6 While the dispute resolution procedure is being conducted, work must continue in accordance with this Agreement and the Act. Subject to applicable work health and safety legislation, a Principal must not unreasonably fail to comply with a direction by the Employer to perform work, whether at the same or another workplace that is safe and appropriate for the Principal to perform.

31. C

(i) an opportunity to respond to the reportable allegation or exempt allegation; and

(ii) sufficient information to enable them to respond to the matters alleged against him/her. He or she must be given full details unless the Police or other government agency or 5.8 Tw 1.38(ofTd ( )Tj 0.005 Tc -0.005 Tw 0.20

allegation or exempt allegation; or

(iv) prevent the Employer from reporting the details of a reportable allegation or an exempt allegation against a Principal, in compliance with any statutory requirement.

33.4 RESPONSE TIME

(a) The Principal must respond to the Employer with regards to any concerns they have, including submitting any further documentation, within 10 working days of inspecting the relevant file or part of the file.

(b) The Employer must provide a reply to the issues raised by the Principal

(b) In respect of Principals who work in the ACT, a reference in this clause to ‘exempt allegation’ will be read as conduct excluded from the definition of ‘reportable conduct’ under the Ombudsman Act 1989 (ACT) which does not include conduct:

(i) that is reasonable discipline, management or care of a child taking into account the characteristics of the child, and any relevant code of conduct or professional standard that at the time applied to the discipline, management or care of the child; or

(ii) if the conduct is investigated and recorded as part of workplace procedure - that is trivial or negligible; or

(iii) prescribed by regulation.

Brigidine College, St Ives	Chevalier College, Bowral
Christian Brothers High School, Lewisham;	Edmund Rice College, Wollongong;
Holy Saviour School, Greenacre;	Mater Dei, Camden;
Mount St Benedict College, Pennant Hills;	Oakhill College, Castle Hill;
Our Lady of Mercy College, Parramatta;	Red Bend Catholic College, Forbes;
Rosebank College, Five Dock;	Santa Sabina College, Strathfield;
St Dominic's College, Penrith;	St Edmund's School, Wahroonga;
St Edward's College, East Gosford;	St Gabriel's School, Castle Hill;

ANNEXURE B

CATHOLIC SCHOOLS INTRASTATE LONG SERVICE LEAVE PORTABILITY ARRANGEMENT

1. APPLICATION

THIS ANNEXURE WILL APPLY TO:

(a) The Employers listed in clause 6; and

(b) Any person employed in a Catholic school listed in clause 6 or in a Catholic school, Catholic Education Office or Catholic Schools Office operated by an Employer listed in clause 6 :

(i) whose employment is terminated with an employer; and

(ii) who is subsequently employed by a new employer after 28 January 2005; and

(iii) who qualifies to transfer his/her long service leave entitlement from one employer to another employer under this Arrangement or the former industrial instrument the Catholic Schools Long Service Leave Portability (State) Agreement as made by NSW Industrial Relations Commission on 17 December 2004 and gazette in NSW Industrial Gazette Vol 350. Pg.1140.

2. OBJECTIVE

The principal object of this Annexure is to provide for the portability of Long Service Leave to employees engaged in Catholic Education Offices, Catholic Schools Offices, together with employees employed in schools of the organisations listed in clause 6 under defined employment circumstances, ("continuous" service). Service will be deemed to be continuous when an employee terminates employment with a participating employer and shortly thereafter commences employment with another participating Employer.

3. DEFINITIONS

FOR THE PURPOSE OF THIS ANNEXURE:

(a) 'Employer' means any Catholic Systemic School or Catholic Independent School listed in clause 6 to this Annexure.

(b) 'Former Employer' means any Employer listed in clause 6 to this Annexure on the day of an employee's last termination of employment.

(c) 'New Employer' means any Employer listed in clause 6 to this Annexure immediately following an employee's last termination of employment.

(d) 'Service' means service as an adult within the terms of the Long Service Leave Act 1955 (NSW), as applicable as at the date of this Agreement

(e) 'Employee' means any person employed in a Catholic school listed in clause 6 or in a Catholic school, Catholic Education Office or Catholic Schools Office operated by an Employer listed in clause 6 of this Annexure and who is eligible to be enrolled as a member of the Union.

(f) 'Union' means the Independent Education Union of Australia.

4. LONG SERVICE LEAVE PORTABILITY

4.1

5. ADMINISTRATIVE ARRANGEMENTS

5.1 Upon notification of termination the Employer will provide eligible employees with the following documentation:

(a) Prescribed form as set out in Part One of this Annexure;

(b) Information sheet as set out in Part Two of this Annexure;

(c) Details of the employee's long service leave entitlements (refer paragraphs 5.4(a) to 5.4(f) below); and

(d) An employee who is eligible to an entitlement to long service leave and/or has completed an initial qualifying period and terminates his/her services with an employer, and accepts a position as an employee with a new employer, may elect to make an application in accordance with this clause.

5.2 The employee will make an application in accordance with this Annexure in the prescribed form as specified in Part One

6 PARTIES TO THE ANNEXURE

THE CATHOLIC DIOCESAN SYSTEM AUTHORITY OF

The Diocese of Armidale	The Diocese of Parramatta
The Diocese of Bathurst	The Archdiocese of Sydney
The Diocese of Broken Bay	The Diocese of Wagga Wagga
The Archdiocese of Canberra/Goulburn	The Diocese of Wilcannia/Forbes
The Diocese of Lismore	The Diocese of Wollongong
The Diocese of Maitland-Newcastle	

CATHOLIC INDEPENDENT SCHOOLS

The John Berne School, Lewisham	St Charbel's College, Punchbowl
Boys' Town, Engadine	St Clare's College, Waverley
Brigidine College, St Ives	St Dominic's College, Penrith
Chevalier College, Bowral	St. Edward's College, Gosford
Christian Brothers High School, Lewisham	St. Edmund's College Canberra
Daramalan College, Dickson, ACT	St. Edmund's School, Wahroonga
Edmund Rice College, Wollongong	St. Gabriel's School, Castle Hill
Holy Saviour School, Greenacre	St. Gregory's College, Campbelltown
Kincoppal-Rose Bay School of the Sacred Heart	St. Joseph's College, Hunters Hill
Marist College, Canberra	

Red Bend Catholic College, Forbes	St. Stanislaus' College, Bathurst
Rosebank College, Five Dock	St Vincent's College, Potts Point
Santa Sabina College, Strathfield	Trinity Catholic College, L0.56 -0 0 1(

7 ONE YEAR QUALIFYING PERIOD

THE CATHOLIC DIOCESAN SYSTEM AUTHORITY OF:

The Diocese of Armidale	The Diocese of Parramatta
The Diocese of Bathurst	The Archdiocese of Sydney
The Diocese of Broken Bay	The Diocese of Wagga Wagga
The Archdiocese of Canberra/Goulburn	The Diocese of Wilcannia/Forbes
The Diocese of Lismore	The Diocese of Wollongong
The Diocese of Maitland	

CATHOLIC INDEPENDENT SCHOOLS

The John Berne School, Lewisham	St. Clare's College, Waverley
Boys' Town, Engadine*	St. Dominic's College, Penrith
Brigidine College, St Ives	St. Edward's College, Gosford
Chevalier College, Bowral	St. Edmund's College, Canberra
Christian Brothers High School, Lewisham	St. Edmund's School, Wahroonga
Daramalan College, Dickson, ACT	St. Gabriel's School, Castle Hill
Edmund Rice College, Wollongong	St. Gregory's College, Campbelltown
Holy Saviour School, Greenacre	St. Joseph's College, Hunters Hill
Kincoppal-Rose Bay School of the Sacred Heart	St. Lucy's School, Wahroonga
Marist College, Canberra	St. Mary Star of the Sea College, Wollongong

Mater Dei School, Camden	St. Maroun’s School, Dulwich Hill
Mount St. Benedict College, Pennant Hills	St Paul’s International College, Moss Vale
Mount St Joseph, Milperra	St. Patrick's College, Strathfield
St. Charbel’s College, Punchbowl	

PART TWO (TO BE COMPLETED BY THE NEW EMPLOYER)

I, _____

for and on behalf of

_____

with full authority to act on behalf of the New Employer in this regard, in consideration of the employee agreeing to employment by the New Employer and in consideration of the payment to the New Employer of the Long Service Leave payments in respect of the New Employee do AGREE and UNDERTAKE to give to the New Employee any Long Service Leave (or payments in lieu of Long Service Leave), which he/she may be entitled under the Act, this Agreement or any enterprise agreement and the agreement, notwithstanding that the New Employer may no longer be a party to the agreement at the time such leave or payment becomes due.

Dated this _____ day of _____ 20 _____

For and on Behalf of the New Employer

_____

SIGNATURES TO THE AGREEMENT

EXECUTED AS AN AGREEMENT

Signatories to the Agreement

EXECUTED as an agreement

SIGNED for and on behalf of the Independent Education Union of Australia, as a representative of

Signature of authorised officer

Mark Northam

485 - 501 Wattle Street

Ultimo NSW 2007

Signature of witness

DEBORAH WESTON

SIGNED for and on behalf of Trustees of the Roman Catholic Church Diocese of Auckland

re/of uthorised

[redacted]

by an authorised officer in the presence of

Signatu a officer

Signature of witness

Har

(ness)

[redacted]

Gilmour Street
Bathurst NSW 2795

[redacted]

by an authorised officer in the presence of

Signature of authorised officer

Christina Trimble
(Name / Title / Address of authorised officer)

(Name of

SIGNED for and on behalf of The Trustees of the Roman Catholic Church for the Diocese of Broken

[redacted]

Po Box 967
PENNANT HILLS NSW 1715

SIGNED for and on behalf of

Signature of authorised officer

Signature of witness

Solicitor's signature

55 Franklyn Street

MANUKA ACT 2603

SIGNED for and on behalf of the Diocese of Lismore Catholic Schools Limited

(Name of witness)

SCHOOLS LIMITED
3 DAWSON ST, LISMORE 2480

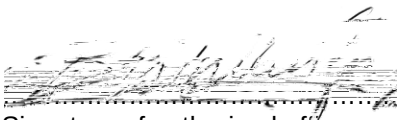
SIGNED for and on behalf of the Trustees of the Roman Catholic Church for the Diocese of Maitland-Newcastle on behalf of the Catholic Schools Office by an authorised officer in the presence of

Signature authorised officer

Signature of witness

Director Schools
841 Hu. St.
Newcastle West. 2302.

SIGNED for and on behalf of the Catholic Education Office, Diocese of Parramatta
by an authorised officer in the presence of



……

Signature of authorised officer

……

Signature of witness

Gregory B Whitby AM KSG
Executive Director
470 Church St
Parramatta NSW 1750

(Name / Title / Address of authorised officer)

Daniel Lynch
(Name of witness)

SIGNED for and on behalf of the Trustees of the Roman Catholic Church for the Diocese of Wagga Wagga by an authorised officer in the presence of:

SIGNED for and on behalf of the Diocese of Wilcannia-Forbes (the Trustees of the Roman Catholic

Signature of authorised officer

Signature of witness

(Name) Title / Address of authorised

(Name of witness)

PO Box

FORBES NSW 8

SIGNED for and on behalf of the Trustees of the Roman Catholic Church for the Diocese of Wollongong as Trustees for the Wollongong Diocese Catholic School System by an authorised officer in the presence of

…….. ……
Signature of authorised officer Signature of witness

Director of Schools …….. Carolyn Hadley ……..
(Name / Title / Address of authorised officer) (Name of witness)