



# Lourdes Hill College

Submission No:	..... 09 .....
Date Received:	..... 6/8/08 .....
Secretary:	..... [Signature] .....

5 August 2008

The Secretary  
Standing Committee on Employment and Workplace Relations  
House of Representatives  
PO Box 6021  
Parliament House  
CANBERRA ACT 2600

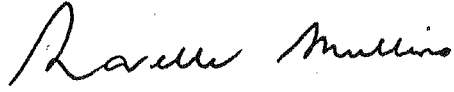
## SUBMISSION BY PRINCIPAL OF A CATHOLIC SECONDARY COLLEGE – LOURDES HILL COLLEGE BRISBANE

### Potential disadvantages in relation to women's participation in the workforce.

1. I do not know of the availability of data that may impact on pay equity issues. I can only speak anecdotally. I am happy to contribute to data gathering in relation to female participation in the workforce
2. **Pay equity issues for the staff (predominantly female) at this college are centred on one single issue – In Qld, teachers are not paid the same as other States. If the Government wants a National Curriculum there should be a National Wage for employees in schools and colleges. For a school like ours to match the salaries in other States, the Government must increase the level of Government funding to schools as we are struggling to keep our schools affordable (thus a financial issue for families) and maintain buildings that are often old.**
3. As stated above.
4. Education enjoys parity for teachers and all staff except for principals of Schools in the Private System – a Male employee is still seen to be worth more than a female. It is a society's perception of the effectiveness and worth of a male in the role – skewed and flawed but real.  
The wage for a first-year-out teacher is also another aspect of pay equity that needs addressing urgently. Again, for this to happen and to avoid losing excellent young Graduates from teaching, more Government Funding for schools is a necessity.
5. Teaching can be a good profession for females wishing to return to work although the practical nature of school hours and the flexibility needed of timetabling to fit everything in schools are expected to take on means that part-time is not always an available nor easy option for women or any staff.
6. Legislative reform in terms of the workplace and education needs a lot of sorting out. There is a lot of idealistic language around education while

those at the grass roots of education delivery would certainly respond well to national pay scales that would lift the salaries of staff in Qld.

I realise that I have been direct and only focussed on education but this is the profession that I know best and where my passion lies.

A handwritten signature in black ink that reads "Narelle Mullins". The signature is written in a cursive style with a large initial 'N'.

Narelle Mullins  
PRINCIPAL