



Important Update: Staff Privacy and the SIEA Petition

Staff Privacy and the SIEA Petition

Dear Colleagues,

I am aware that some employees are still being asked to sign a petition in support of a proposed Single Interest Employer Agreement (SIEA). I want to be very clear: whether you choose to sign or not is entirely your personal decision.

There is **no requirement or expectation** that you participate, and **no one is obligated to sign in support of, or opposition to, any campaign**. If you do not wish to participate, you can simply decline to sign the petition. You are not required to give a reason, and you should not feel pressured to explain your decision.

The reason for this email is that I have had reports from our schools that union organisers have been frequently visiting schools and approaching staff with lists of names, checking who has signed. **Your decision is private, and you have the right to respond confidentially without being monitored or questioned**. No one should feel pressured or singled out for their choice. The IEU has the right to visit your school and be provided with a space where you can meet them. Whether you choose to meet with them or not is entirely your choice.

As was the case when the EB25 offer was put to employees in October, I encourage you to take time to inform yourself and make the decision you believe is right for you. Employees are entitled to consider what the IEU's campaign may mean for them personally, for their families, and for their school community. **Your decision is your own, and it should be made freely, without pressure or influence from others**.

If at any point you feel uncomfortable or pressured, please speak to your principal or to the DOBCEL People and Culture Team.

Finally, as we approach the end of the school year, I want to again thank you for your dedication and commitment throughout 2025. I wish you all the very best for these final days with students and for your personal preparations for Christmas. May this Advent season bring you peace and joy.

With best wishes,

Tom Sexton
Executive Director, DOBCEL