



**TEACHERS (NON-GOVERNMENT
EARLY CHILDHOOD SERVICE
CENTRES OTHER THAN
PRE-SCHOOLS) (STATE) AWARD
WAGES SCHEDULE**

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WAGE RATES

DATE OF OPERATION: The first instalment is effective from 23 January 2006.

Further increases are effective from 23 January 2007 and 23 January 2008. Please refer to table below.

In accordance with the provisions of Clause 2 of this award, the minimum annual rate of salary payable to full-time teachers shall be as follows:

1. Salary Scales**(a) All Other Teachers**

Classification Incremental Step	Current \$ pa	23 January 2006 \$ pa	23 January 2007 \$ pa	23 January 2008 \$ pa
1	28,984	30,288	31,593	32,897
2	29,681	31,017	32,352	33,688
3	30,466	31,837	33,208	34,579
4	31,559	32,979	34,399	35,819
5	32,891	34,371	35,851	37,331

(b) Two Years Trained Teacher

Classification Incremental Step	Current \$ pa	23 January 2006 \$ pa	23 January 2007 \$ pa	23 January 2008 \$ pa
1	31,604	33,026	34,448	35,871
2	35,012	36,588	38,163	39,739
3	36,796	38,452	40,108	41,763
4	38,718	40,460	42,203	43,945
5	40,496	42,318	44,141	45,963
6	42,340	44,245	46,151	48,056
7	44,384	46,381	48,379	50,376
8	45,504	47,552	49,599	51,647
9	46,606	48,703	50,801	52,898

PROVIDED THAT:

- (i) A Two Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of service to Step 8 of the Scale. A Two Years Trained Teacher who, without satisfying additional academic requirements, completes three years of service on the rate prescribed for Step 8 of the scale shall progress to Step 9 of the Scale.
- (ii) A Two Years Trained Teacher who, by further study satisfactorily completes the equivalent of one third of a degree course in Early Childhood studies, shall be paid an additional increment with retention of normal incremental date and shall thereafter progress in accordance with normal years of service to Step 9 of the scale.

(c) Three Years Trained Teacher

Classification Incremental Step	Current \$ pa	23 January 2006 \$ pa	23 January 2007 \$ pa	23 January 2008 \$ pa
1	36,413	38,052	39,690	41,329
2	38,267	39,989	41,711	43,433
3	40,268	42,080	43,892	45,704
4	42,115	44,010	45,905	47,801
5	44,033	46,014	47,996	49,977
6	46,162	48,239	50,317	52,394
7	47,323	49,453	51,582	53,712
8	48,474	50,655	52,837	55,018
9	50,405	52,673	54,941	57,210
10	52,420	54,779	57,138	59,497
11	53,833	56,255	58,678	61,100

PROVIDED THAT:

- (i) A Three Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of service to Step 11 of the Scale.
- (ii) A Three Years Trained Teacher who, as of 1 February 1991, has completed eight or more years of full-time service, or its part-time equivalent, shall progress to Step 9 of the scale with retention of

normal incremental date, and shall thereafter progress according to normal years of service to Step 11 of the scale.

- (iii) A Three Years Trained Teacher being paid on Steps 1 to 10 of the scale who, by further study satisfactorily completes the equivalent of one third of degree course, shall receive a salary advance of one increment with retention of incremental date and shall thereafter progress in accordance with normal years of service to Step 11 of the scale.

(d) Four Years Trained Teacher

Classification Incremental Step	Current \$ pa	23 January 2006 \$ pa	23 January 2007 \$ pa	23 January 2008 \$ pa
1	38,719	40,461	42,204	43,946
2	41,118	42,968	44,819	46,669
3	43,430	45,384	47,339	49,293
4	45,995	48,065	50,135	52,204
5	48,379	50,556	52,733	54,910
6	50,405	52,673	54,941	57,210
7	52,420	54,779	57,138	59,497
8	54,691	57,152	59,613	62,074
9	56,878	59,438	61,997	64,557

* **Notation** – Because of the absorption of the State Wage Case increases which were effective from 11 December 2001, increases for All Other Teachers on 1 January 2002 were less than 5%. All rates of pay were calculated by applying Percentage increases to the rates payable previous to December 11, 2001.

PROVIDED THAT:

- (i) A Four Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of service to Step 9 of the Scale.
- (ii) A Four Years Trained Teacher who, as of 1 February 1991, has completed eight or more years of full-time service, or its part-time equivalent, shall progress to Step 9 of the scale with retention of normal incremental date, and shall thereafter progress according to normal years of service to Step 11 of the scale.
- (iii) Teachers who were employed as at 31st December, 1974 and whose salaries were adjusted to an appropriate step on the scale prescribed

by the variation of the award published on 10th September 1975 (198 IG 2429) shall be deemed then to have had years of service and to have qualified by the said variation and to have progressed thereafter in accordance with the award.

2. Part-Time And Temporary Teachers

- (a) A part-time teacher, including a temporary part-time teacher, shall be paid at the same rate as a full-time teacher with the corresponding classification, but in that proportion which the teacher's normal working hours bear to the hours which a full time teacher at the ECS Centre is normally required to work. For the purpose of this calculation, the normal hours of a full-time teacher shall not be greater than 38 hours per week (see Clause 8 – Hours of Work of this award)
- (b) A temporary full-time teacher shall be paid at the same rate as that prescribed for a full-time teacher with the corresponding classification.

3. Casual Teachers

The salary payable to a casual teacher shall be a daily or half daily rate, plus 20 per centum of such rate, which shall be calculated as follows:

- (a) The appropriate rate in subclause 2.3, in accordance with years of full-time service, shall be divided by 26.07 to provide a fortnightly rate, provided that the maximum rate shall be as follows:

All Other Teachers	Third Step
Two Years trained	Fourth Step
Three Years trained	Fourth Step
Four Years trained	Fourth Step

- (b) The fortnightly rate thus obtained shall then be divided by:
 - (i) 10, to obtain a daily rate of pay, or
 - (ii) 20, to obtain a half daily rate of pay
 - (iii) 40, to obtain a quarter daily rate of pay

and the amount thus obtained shall then be increased by 20% of such amount.

- (c) The amount obtained by the operation of paragraphs (a) and (b) hereof is exclusive of the pro-rata payment to which the teacher is entitled under the *Annual Holiday Act, 1944*.

4. Travelling Expenses – (N/C)

- (a) Where a teacher is required to use his or her own vehicle in connection with the teacher's employment other than for journeys between home and place of employment, the teacher shall be paid an allowance of 0.51 cents per kilometre of travel.
- (b) Travelling and other out of pocket expenses reasonably incurred by a teacher in the course of duties required by the employer shall be reimbursed by the employer.

5. Shift and Penalty Loadings

- (i) For the purposes of calculating only the loadings provided for in this subclause:
 - (a) a weekly rate of pay shall be obtained by dividing the teacher's annual salary, including all applicable allowances, by 52.14;
 - (b) a daily rate of pay shall be obtained by dividing the weekly rate as provided for in subclause (a) hereof, by 5.

Provided that the rate of pay for a casual teacher shall first be calculated according to subclause 2.3.

- (ii) In addition to the annual rate of salary and applicable allowances provided for in this award, a loading* shall be payable to teachers required to perform shift work, which is in accordance with the following rates:
 - (a) early morning shift - 10%
 - (b) afternoon shift - 15%
 - (c) night shift, rotating with day or afternoon shift - 17.5%
 - (d) night shift, non-rotating - 30%
 - (e) Saturday - 25%

of the weekly or daily rate of pay.

(See Clause 1(g) of the Award for definitions of shifts)

* This provision is subject to the provisions of Clause 4.3 of the award

6. Directors Allowance

- (i) Full-time Teachers appointed as Directors shall be paid, in addition to the amounts payable pursuant to Clause 2 of this Award, an allowance in accordance with the following schedule:

Units	Current Per annum	23 January 2006 Per annum	23 January 2007 Per annum	23 January 2008 Per annum
1	4,064	4,267	4,450	4,613
2	4,962	5,210	5,433	5,631
3	6,192	6,502	6,781	7,029
4	7,736	8,123	8,471	8,780

- (ii) A part-time teacher appointed as a Director shall be paid in addition to the amounts payable pursuant to Clause 2 of this award, an allowance in accordance with the above table on a proportionate basis to the hours they work.
- (iii) Any teacher required by the employer to act as Director for at least ten consecutive working days shall be paid for doing so at the rate prescribed for that position.

Provided that a teacher shall not be required to carry out such duties in an acting capacity for more than 52 weeks.

7. AUTHORISED SUPERVISOR ALLOWANCE

- (a) Full-time teachers who are appointed as an Authorised Supervisor shall be paid an allowance as set out below and shall be advised by the employer on appointment which allowance is to apply:
- (i) Where the licensee is involved in the operation of the service for an average of 20 hours or more per week or an average of 80 hours or more in a four week period and a Director is not employed; or
- (ii) Where a Director is employed pursuant to Clause 2 – Salaries on a fortnightly basis, an allowance calculated by dividing the per annum rates set out below by 26.07.

Units	Current	23 January 2006	23 January 2007	23 January 2008
	Per annum	Per annum	Per annum	Per annum
1	1,321	1,387	1,446	1,499
2	1,612	1,693	1,766	1,830
3	2,016	2,117	2,208	2,289
4	2,520	2,646	2,759	2,860

- (iii) Where the licensee is involved in the operation of the service for an average of less than 20 hours per week or an average of less than 80 hours over a four week period; and a Director is not employed, on a fortnightly basis an allowance by dividing the per annum rates set out in the below schedule by 26.07.

Units	Current	23 January 2006	23 January 2007	23 January 2008
	Per annum	Per annum	Per annum	Per annum
1	2,643	2,775	2,894	3,000
2	3,225	3,386	3,531	3,660
3	4,032	4,234	4,415	4,576
4	5,039	5,291	5,518	5,720

Provided that a teacher appointed as an Authorised Supervisor who is not in receipt of the Director's Allowance, shall not be responsible for the day-to-day operation and management of the Early Childhood Services Centre.

- (b) Where a licensee proposes to change his/her hours of attendance which would result in a change in the entitlement of the allowance set out in the above tables, four weeks written notice will be given. four weeks written notice will be given.
- (c) A part-time teacher who is appointed as an Authorised Supervisor, shall be paid, in addition to the amounts payable pursuant to Clause 2 – Salaries of this Award, an allowance in accordance with the above tables, on a proportionate basis to the hours they work.
- (d) Any teacher required by the employer to act, as Authorised Supervisor for at least ten consecutive working days shall be paid for doing so at the rate prescribed for that position.

Provided that a teacher shall not be required to carry out such duties in an acting capacity for more than a full year except that a teacher may be required to carry out such duties for up to two full years where such a teacher is replacing an Authorised Supervisor who is on leave for a specified period in excess of a full year.