



TEACHERS NON-GOVERNMENT PRE-SCHOOL (STATE) AWARD WAGES SCHEDULE

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WAGE RATES

DATE OF OPERATION: The rates of pay in this schedule are effective from the first full pay period commencing on or after 1 January 2002 and will increase according to each table.

1 TWO YEARS TRAINED TEACHER

Classification / Incremental Salary Step	1 January 2002 5%	1 July 2002 3%	1 January 2003 3%	1 July 2003 3%	1 January 2004 3%	1 July 2004 3%
1	26,591	27,351	28,111	28,871	29,630	30,390
2	29,459	30,300	31,142	31,984	32,826	33,667
3	30,957	31,842	32,726	33,610	34,495	35,380
4	32,576	33,507	34,438	35,369	36,299	37,230
5	34,071	35,045	36,018	36,992	37,965	38,939
6	35,622	36,640	37,658	38,676	39,693	40,711
7	37,343	38,410	39,477	40,544	41,611	42,678
8	38,284	39,378	40,472	41,566	42,659	43,753
9	39,215	40,336	41,456	42,577	43,697	44,818
10	40,274	41,424	42,575	43,726	44,877	46,027

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 10 of the scale.
- (ii) A two years trained teacher who, by further study satisfactorily completes the equivalent of one third of a degree course, shall be

paid an additional increment with retention of normal incremental date and shall thereafter progress according to normal years of service to step 10 of the scale.

- (iii) A two years trained teacher who, as at 1 October, 1991 has completed nine or more years service shall progress to step 10 of the scale from that date.

2 THREE YEARS TRAINED TEACHER

Classification / Incremental Salary Step	1 January 2002 5%	1 July 2002 3%	1 January 2003 3%	1 July 2003 3%	1 January 2004 3%	1 July 2004 3%
1	30,638	31,513	32,389	33,264	34,139	35,015
2	32,196	33,116	34,036	34,956	35,876	36,796
3	33,879	34,847	35,815	36,783	37,751	38,719
4	35,434	36,447	37,459	38,472	39,484	40,496
5	37,047	38,106	39,164	40,223	41,281	42,340
6	38,836	39,946	41,056	42,165	43,275	44,384
7	39,816	40,954	42,091	43,229	44,366	45,504
8	40,781	41,946	43,111	44,276	45,442	46,607
9	42,408	43,620	44,832	46,043	47,255	48,467
10	44,102	45,362	46,622	47,882	49,142	50,402
11	45,294	46,588	47,882	49,176	50,470	51,764

PROVIDED THAT:

- (a) 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.

- (b) A three years trained teacher who, as at 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.
- (c) 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.

3 FOUR YEARS TRAINED TEACHER

Classification / Incremental Salary Step	1 January 2002 5%	1 July 2002 3%	1 January 2003 3%	1 July 2003 3%	1 January 2004 3%	1 July 2004 3%
1	32,576	33,507	34,438	35,369	36,299	37,230
2	34,595	35,584	36,572	37,561	38,549	39,538
3	36,540	37,584	38,628	39,672	40,716	41,760
4	38,698	39,803	40,909	42,015	43,120	44,226
5	40,702	41,865	43,028	44,191	45,354	46,517
6	42,408	43,620	44,832	46,043	47,255	48,467
7	44,102	45,362	46,622	47,882	49,142	50,402
8	46,014	47,329	48,644	49,958	51,273	52,588
9	47,856	49,223	50,590	51,958	53,325	54,692

PROVIDED THAT:

- (a) A four years trained teacher shall commence on step 1 of the scale and progress according to normal years of full-time service as a teacher in early childhood education services for children aged up to 8 years whether conducted by the employer or not, to step 9 of the scale.
- (b) A four years trained teacher who, as at 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.
- (c) Teachers who were employed as at 31 December, 1974 and whose salaries were adjusted to an appropriate step on the scale prescribed by the variation to the former Teachers (Non-Government Schools and Pre-Schools)(State) Award published 10 September, 1975 (198 IG 2429) shall be deemed then to have had the years of service and to have qualified by the said variation and to have progressed thereafter in accordance with the award.

4 DIRECTOR'S ALLOWANCE

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

Units	1	1 July	1	1 July	1	1 July
	January	2002	January	2003	January	2004
	2002	5%	2003	5%	2004	5%
	5%		5%		5%	
1	3,282	3,439	3,595	3,751	3,908	4,064
2	4,008	4,199	4,390	4,580	4,771	4,962
3	5,001	5,239	5,477	5,716	5,954	6,192
4	6,249	6,546	6,844	7,141	7,439	7,736

- (b) A part-time teacher appointed as a Director shall be paid an allowance in accordance with the above table on a proportionate basis to the hours they work.
- (c) 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 a pre-school year except that a teacher may be required to carry out such duties for up to two pre-school years where such teacher is replacing a Director who is on leave for a specified period in excess of a full pre-school year.

5 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

Where a Director is employed,

The Authorised Supervisor shall be paid in addition to the amounts payable 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	1	1 July	1	1 July	1	1 July
	January 2002 5%	2002 5%	January 2003 5%	2003 5%	January 2004 5%	2004 5%
1	1,149	1,183	1,218	1,252	1,287	1,321
2	1,402	1,444	1,486	1,528	1,570	1,612
3	1,753	1,806	1,858	1,911	1,963	2,016
4	2,191	2,257	2,322	2,388	2,454	2,520

(ii) 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,

the Authorised Supervisor shall be paid, in addition to the amounts payable pursuant to Clause 2 – Salaries

on a fortnightly basis an allowance by dividing the per annum rates set out below by 26.07.

Units	1	1 July	1	1 July	1	1 July
	January 2002 5%	2002 5%	January 2003 5%	2003 5%	January 2004 5%	2004 5%
1	2,298	2,367	2,436	2,505	2,574	2,643
2	2,804	2,888	2,972	3,056	3,140	3,225
3	3,506	3,611	3,716	3,822	3,927	4,032
4	4,382	4,513	4,645	4,776	4,908	5,039

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 Pre-School

- (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.
- (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, 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.

It is not intended that Directors shall be displaced by the appointment of an Authorised Supervisor as a result of the operation of the Authorised Supervisor Allowance

6 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 hours of attendance bear to the hours which a full-time teacher at a Full Day Care Centre is normally required to attend.
- (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.

7 CASUAL TEACHERS

- (a) The salary payable to a casual teacher shall be the appropriate rate prescribed by subclause 2.1 of the Award, in accordance with years of full-time service, divided by 816 in the case of a quarter day payment, or 408 in the case of a half day payment or 204 in the case of a daily payment, provided that the maximum rate payable shall be as follows:

Two year trained Fourth Step
 Three year trained Fourth Step
 Four year trained Fourth Step

- (b) The said rates include the pro-rata payment in respect of annual holidays, to which the teacher is entitled in accordance with the Annual Holidays Act, 1944.

8 TRAVELLING EXPENSES

- (a) Where a teacher is required to use his or her 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 as follows:

Item No.	Clause No.	Brief Description	Amount \$
1	2.4(a)	Travel Allowance – use of teacher's own vehicle	0.25 per km

- (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.