



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

Level 3, 222 Pitt Street Sydney NSW 2000

PO Box A2178 Sydney South NSW 1235

Telephone: 02 8267 4365

Fax: 02 8267 4225

WAGE RATES

DATE OF OPERATION: Effective from the first full pay period commencing on or after 1 January 2003.

1 ALL OTHER TEACHERS

Classification/ Incremental Salary Step	\$ pa
1	26,810
2	27,455
3	28,181
4	29,192
5	30,424

2 TWO YEARS TRAINED TEACHER

Classification/ Incremental Salary Step	\$ per annum
1	29,234
2	32,387
3	34,036
4	35,814
5	37,459
6	39,164
7	41,056
8	42,091
9	43,110

3 THREE YEARS TRAINED TEACHER

Classification/ Incremental Salary Step	\$ per annum
1	33,682
2	35,397
3	37,248
4	38,957
5	40,730
6	42,699
7	43,774
8	44,838
9	46,624
10	48,488
11	49,796

4 FOUR YEARS TRAINED TEACHER

Classification/ Incremental Salary Step	\$ per annum
1	35,815
2	38,034
3	40,173
4	42,545
5	44,751
6	46,624
7	48,488
8	50,589
9	52,612

5 CASUAL TEACHERS

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

- (a) The appropriate rate in subclause 2.1, 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
- (i) 20, to obtain a half daily rate of pay, or
- (ii) 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 Holidays Act, 1944.

6 TRAVELLING EXPENSES

- (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 25 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.

7 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 loading¹ 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)

8 DIRECTOR'S 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	Directors Allowance per annum
1	3,595
2	4,390
3	5,477
4	6,844

- (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.

¹ This provision is subject to the provisions of Clause 4.3 of the award.

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

9 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	Authorised Supervisor Allowance per annum \$
1	1,218
2	1,486
3	1,858
4	2,322

- (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	Authorised Supervisor Allowance per annum \$
1	2,436
2	2,972
3	3,716
4	4,645

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.
- (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.