



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

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WAGE RATES

DATE OF OPERATION: Effective from the first full pay period commencing on or after 1 January 2002.

In accordance with the decision of Schmidt J. of the Industrial relations Commission of New South Wales, wage rates and allowances in the abovementioned award have been increased. Details of the increases are set out below.

NOTATION:

Because of the absorption of State Wage Case increases, which were effective from the first full pay, period to commence on or after 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 11 December 2001.

1 ALL OTHER TEACHERS

Classification / Incremental Salary Step	1 January 2002	1 July 2002	1 January 2003	1 July 2003	1 January 2004	1 July 2004
	5%	3%	3%	3%	3%	3%
	\$ pa	\$ pa	\$ pa	\$ pa	\$ pa	\$ pa
1	25,448	26,085	26,810	27,534	28,259	28,984
2	25,971	26,713	27,455	28,197	28,939	29,681
3	26,657	27,419	28,181	28,942	29,704	30,466
4	27,614	28,403	29,192	29,981	30,770	31,559
5	28,779	29,602	30,424	31,246	32,069	32,891

PROVIDED THAT:

A person who is classified as a teacher on this scale shall complete three years of service on the first step of the scale before progressing to the second step of the scale, and shall progress according to normal years of service thereafter.

2 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	27,654	28,444	29,234	30,024	30,814	31,604
2	30,636	31,511	32,387	33,262	34,137	35,012
3	32,196	33,116	34,036	34,956	35,876	36,796
4	33,878	34,846	35,814	36,782	37,750	38,718
5	35,434	36,447	37,459	38,472	39,484	40,496
6	37,047	38,106	39,164	40,223	41,281	42,340
7	38,836	39,946	41,056	42,165	43,275	44,384
8	39,816	40,954	42,091	43,229	44,366	45,504
9	40,780	41,945	43,110	44,275	45,440	46,606

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 according to normal years of service to step 9 of the scale.

3 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	31,861	32,772	33,682	34,592	35,502	36,413
2	33,483	34,440	35,397	36,353	37,310	38,267
3	35,235	36,242	37,248	38,255	39,262	40,268
4	36,851	37,904	38,957	40,009	41,062	42,115
5	38,529	39,630	40,730	41,831	42,932	44,033
6	40,391	41,545	42,699	43,854	45,008	46,162
7	41,408	42,591	43,774	44,957	46,140	47,323
8	42,415	43,627	44,838	46,050	47,262	48,474
9	44,104	45,364	46,624	47,885	49,145	50,405
10	45,867	47,178	48,488	49,799	51,109	52,420
11	47,104	48,450	49,796	51,142	52,487	53,833

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 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.
- (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.

4 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	33,879	34,847	35,815	36,783	37,751	38,719
2	35,978	37,006	38,034	39,062	40,090	41,118
3	38,002	39,087	40,173	41,259	42,345	43,430
4	40,245	41,395	42,545	43,695	44,845	45,995
5	42,332	43,541	44,751	45,960	47,170	48,379
6	44,104	45,364	46,624	47,885	49,145	50,405
7	45,867	47,178	48,488	49,799	51,109	52,420
8	47,855	49,222	50,589	51,957	53,324	54,691
9	49,768	51,190	52,612	54,034	55,456	56,878

PROVIDED THAT:

- (a) 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.
- (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 of the 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.

5 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 10 – 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.

6 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
 - (ii) 20, to obtain a half daily rate of pay, or
 - (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 Holidays Act, 1944.

7 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.

8 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)

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

9 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	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	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

- (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.

10 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	1 January 2002 5%	1 July 2002 5%	1 January 2003 5%	1 July 2003 5%	1 January 2004 5%	1 July 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

- (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	1 January 2002 5%	1 July 2002 5%	1 January 2003 5%	1 July 2003 5%	1 January 2004 5%	1 July 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 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.