



**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 on the first full pay period on or after 24 November 2009.

Further increases are effective from 1 September 2010 and 1 September 2011. Please refer to the 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 Salary Step	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
All other Teachers			
1	34213	35582	37005
2	35036	36437	37894
3	35962	37400	38896
4	37252	38742	40292
5	38824	40377	41992

(b) Two Years Trained Teacher

Classification Incremental Salary Step	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
Two Years Trained Teachers			
1	37306	38798	40350
2	41329	42982	44701
3	43434	45171	46978
4	45703	47531	49432

5	47802	49714	51703
6	49978	51977	54056
7	52391	54487	56666
8	53713	55862	58096
9	55014	57215	59504

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 Salary Step	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
Three Years Trained Teachers			
1	42982	44701	46489
2	45170	46977	48856
3	47532	49433	51410
4	49713	51702	53770
5	51976	54055	56217
6	54490	56670	58937
7	55860	58094	60418
8	57219	59508	61888
9	59498	61878	64353
10	61877	64352	66926
11	63544	66086	68729

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 Salary Step	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
Four Years Trained Teachers			
1	45704	47532	49433
2	48536	50477	52496
3	51265	53316	55449
4	54292	56464	58723
5	57106	59390	61766
6	59498	61878	64353
7	61877	64352	66926
8	64557	67139	69825
9	67139	69825	72618

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:

Unit	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
1	4798	4990	5190
2	5856	6090	6334
3	7310	7602	7906
4	9131	9496	9876

- (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.

Unit	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
1	1559	1621	1686
2	1903	1979	2058
3	2381	2476	2575
4	2974	3093	3217

- (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.

Unit	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
1	3120	3245	3375
2	3806	3958	4116
3	4759	4949	5147
4	5949	6187	6434

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.