



TEACHERS NON-GOVERNMENT PRE-SCHOOL (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.

(1) 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	35873	37308	38800
2	39740	41330	42983
3	41762	43432	45169
4	43946	45704	47532
5	45964	47803	49715
6	48055	49977	51976
7	50378	52393	54489
8	51646	53712	55860
9	52903	55019	57220
10	54331	56504	58764

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 in accordance with 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	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
Three Years Trained Teachers			
1	41332	42985	44704
2	43434	45171	46978
3	45704	47532	49433
4	47802	49714	51703
5	49978	51977	54056
6	52391	54487	56666
7	53713	55862	58096
8	55015	57216	59505
9	57210	59498	61878
10	59494	61874	64349
11	61102	63546	66088

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 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.
- (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	24 November 2009 (4%) Per Annum \$	1 September 2010 (4%) Per Annum \$	1 September 2011 (4%) Per Annum \$
Four Years Trained Teachers			
1	43946	45704	47532
2	46671	48538	50480
3	49294	51266	53317
4	52205	54293	56465
5	54909	57105	59389
6	57210	59498	61878
7	59494	61874	64349
8	62074	64557	67139
9	64558	67140	69826

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 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. .
- (c) 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 to the former Teachers (Non-Government Schools and Pre-Schools) (State) Award published 10th 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) Directors 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:

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

- (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 so doing 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 a 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 averages 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

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

- (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.

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 Directors 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.

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 at 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 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 Years trained	Fourth Step
Four Years 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 of 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.