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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s19(2)(a) correct an Order

CORRECTION ORDER

WHEREAS an error occurred in the Order giving effect to the Commission's decision of 1 August 2000 (T9062 of 2000) varying the **INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD**, in accordance with Section 19(2)(a) of the Act the Commission hereby corrects Order No.1 of 2000 in the following manner:

By deleting from Part III - SALARIES AND RELATED MATTERS, Clause 3 - SALARIES, and inserting in lieu thereof the following:

"3. SALARIES

(a) Teachers (Full time)

The minimum salaries payable for the performance of teaching duties shall be:

Salary Scale	Base Rate \$	Safety Net Increase \$	Annual Salary \$
Step 1	24,541	3,796	28,337
Step 2	25,688	3,796	29,484
Step 3	26,853	3,796	30,649
Step 4	28,017	3,692	31,709
Step 5	29,168	3,692	32,860
Step 6	30,312	3,692	34,004
Step 7	31,522	3,692	35,214
Step 8	32,741	3,692	36,433
Step 9	33,946	3,692	37,638
Step 10	35,015	3,588	38,603
Step 11	36,575	3,588	40,163
Step 12	38,950	3,588	42,538

(b) Senior Classroom Teacher

The minimum annual salary payable for the performance of work under this classification shall be:

Annual Salary for Step 12 of the salary scale + 4% = \$44,239.52

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(c) Administrative Allowance

Where documented administrative responsibilities beyond the normal teacher duties (as defined) are assigned to a teacher or Senior Classroom Teacher in the areas of pastoral care or curriculum or sport or extra curricular activities, for a period exceeding 10 consecutive working days, they shall receive an allowance in addition to their salary which shall be not less than two percent of Annual Salary Level 12 of the salary scale.

(d) Teachers (Part-time)

- (i) A part-time teacher including temporary part-time teachers, shall be paid at the rate applicable to a full time teacher with the corresponding classification, but in the proportion to which the number of hours of 'contact time' worked relate to a full-time teaching load.
- (ii) The duties to be performed and lessons to be taken by a part-time teacher shall be set out in writing by the employer upon the engagement of the teacher and at the beginning of each teaching year or at any other time when a variation occurs.
- (iii) A part-time teacher shall not be required to attend school on any day on which they are not required for teaching, preparation/marking or to attend professional development activities and similar, except to attend occasional school activities as reasonably required. These requirements shall be included as part of a part time teacher's proportionate non-contact duties.
- (iv) A part-time teacher shall receive a minimum payment of two hours each time they attend at their place of employment unless negotiated otherwise by mutual agreement between the employer and the teacher.

(e) Progression

Advancement to the next step shall take place on the anniversary of the teacher's first teaching appointment, or in the case of non-continuous service, after the completion of the equivalent of a school year.

PROVIDED that the teacher's duties have been carried out satisfactorily.

(f) Relief Teachers

- (i) A relief teacher shall be paid at a daily rate for days actually worked in accordance with the following formula:

$$\text{Daily rate} = \text{pay scale salary rate}/200$$

where the appropriate salary is determined in accordance with experience and qualifications as for full time teachers.

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(ii) Supervisory Duties (Relief Teachers only)

- (1) When employed to supervise classes, which require no preparation or marking, relief teachers shall be paid at 82.5% of the rate specified in paragraph (i) hereof.
- (2) Relief teachers may be required to undertake duties such as playground duty if it is part of the normal duties of the teacher being replaced.
- (3) When calculating the daily rate for supervisory duty, the salary level used shall not exceed that of Senior Classroom Teacher.

PROVIDED that a relief teacher shall for each engagement be employed for a minimum of one half-day (1/400 pay scale salary rate in paragraph (i) hereof).

(g) Daily Rate

With the exception of Relief Teachers, and only where appropriate, the daily rate of pay for a teacher shall be:

$$\frac{\text{Teacher's Annual Salary Rate}}{260} \quad "$$

RJ Watling
DEPUTY PRESIDENT

1 September 2000