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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

Tasmanian Catholic Education Employees' Association
(T.3028 of 1991)
and
(TA.73 of 1991)

CATHOLIC EDUCATION AWARD

Making of award

ORDER - No. 3 of 1991

AMEND THE **CATHOLIC EDUCATION AWARD** BY INSERTING THE FOLLOWING NEW CLAUSE:

"5. DEFINITIONS

Teachers Band 1 Provisions

(a) Definitions:

'Untrained teacher' means any teacher who has less than 3 years teacher training successfully completed **OR** has three or more years of training which does not include any formal teacher training successfully completed.

'Three-year trained' means a teacher who has completed a minimum of three years training which includes a formal teacher training component successfully completed.

'Four-year trained' means a teacher who has completed a minimum of four years formal teacher training. This includes teachers holding a three year degree and one full year of teacher training successfully completed.

Teachers deemed to have completed a minimum of five years teacher training shall be paid on the four-year trained scale but will enter the salary scale one level higher than four-year trained teachers.

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(b) Entry Points:

Untrained teachers	Level 1
Three-year trained teachers	Level 3
Four-year trained teachers	Level 6
Five-year trained teachers	Level 7

(c) Restrictions on Progression:

No teacher, regardless of the entry point to the salary scale, shall progress more than one level beyond that point of entry without fulfilling the requirements of both Accreditation A and the TCTC.

Untrained teachers and three-year trained teachers shall not progress beyond Level 8 of the salary scale without having fulfilled the requirements to become four-year trained.

(d) General Provisions:

Applicable only to teachers in the service at the time of implementation:

- (i) Teachers will be transferred, if necessary, from their present salary scale to the salary Level which is next highest in the new Band 1, subject to paragraphs (i), (ii) and (iii) below.
- (ii) Teachers who are not eligible to transfer under the provisions of (i), (ii) and (iii) shall be restricted in progression as follows:
 - (1) if on C10 in the current scale, will spend an aggregate of four years at C10 or at Level 10, thereafter progressing to Level 11 and spending a further four years at that level. Such teachers then progress normally to Levels 12 and 13;
 - (2) if on C11 or D9 in the current scale, will spend an aggregate of four years at C11 or D9 or Level 11 after which such teachers then progress normally to Levels 12 and 13;
 - (3) if on E9 in the current scale, will spend an aggregate of four years at E9 or Level 12 after which such teachers then progress normally to Level 13.

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Applicable to teachers both currently employed or entering the service at or after the date of implementation:

- (i) Teachers on salary scales applicable to teachers of less than four years teacher training, will be granted an additional year of training for salary purposes, by fulfilling either of the following requirements:
 - (1) by completion of the relevant tertiary qualification to be deemed three or four-year trained;
 - (2) by completion of the requirements to be granted 30 Accreditation points (or the equivalent).
- (ii) Teachers who are on the four-year trained scale but have not reached the top of that scale, shall be entitled to progress an additional rung on that scale immediately on gaining 30 Accreditation points. Further advancement will follow on normal anniversary dates.
- (iii) The provisions in subclause (i)(2) and (ii) shall be applied in such a way that all teachers with the requisite number of points at the date of implementation of Band 1 will be entitled to progress immediately to the appropriate position on the salary scale.

6. SALARIES

WAGE RATES (1 JUNE 1990)

(a) TEACHERS

Years of Experience	A	B	C	D	E	F
1	22,975	19,373	19,751	21,941	23,817	24,487
2	23,239	19,656	20,910	22,969	24,833	25,815
3		20,808	21,941	24,010	25,844	27,144
4		21,848	22,969	25,051	26,847	28,524
5		22,879	24,010	26,081	27,882	29,913
6		23,817	25,051	27,112	28,940	31,308
7			26,081	28,184	30,002	32,703
8			27,112	29,274	31,065	34,093
9			28,184	30,351	32,117	
10			29,274			
11			30,351			

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(b) TEACHER CLASSIFICATIONS - 1986

Classification of Teachers - CEA November 1986

Six categories for teachers shall be used for salary purposes. They are:

- A Graduates without any formal teacher training.
- B Non-graduate teachers with less than two years teacher training successfully completed.
- C Non-graduate teachers with two years teacher training successfully completed.
- D Non-graduates with three years teacher training successfully completed.
- E Graduates with formal teacher training of less than one year.
- F Graduates with one year full-time teacher training. CAE four-year trained teachers are also included.

(c) BAND 1 STRUCTURE - AUGUST 1991

Level	Untrained	3 Yr Tr	4 Yr Tr	Salary	Current
1	1st year			19,857	(B1)
2	2nd year			21,190	(B2,C1)
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3	3rd year	1st year		22,489	(B3,B4,C2,C3,DI)
4	4th year	2nd year		23,549	(B5,C4,D2,A1)
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5	5th year	3rd year		24,610	(B6,C5,D3,A2,E1)
6	6th year	4th year	1st year	25,677	(C6,D4, E2,F1)
7	7th year	5th year	2nd year*	26,733	(C7,D5, E3,F2)
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8	8th year	6th year	3rd year	27,823	(C8,D6, E4,F3)
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9			4th year	29,237	(C9,D7, E5,F4)
10			5th year	30,661	(C10#,D8, E6,F5)
11			6th year	32,091	(C11#D9#E7,E8,F6)
12			7th year	33,520	(E9#F7)
13			8th year	34,945	(F8)

* Entry Point - Five-year Trained

Four Year Stationary Bar (All Current Teachers)"

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DATE OF OPERATION

The foregoing variations shall have effect from the first pay period commencing on or after 1 August 1991.

A. Robinson
DEPUTY PRESIDENT

23 August 1991