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TASMANIAN INDUSTRIAL COMMISSION

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

Tasmanian Trades and Labor Council
(T8413 of 1999)

Private Sector Awards

Tasmanian Chamber of Commerce and Industry Limited
(T8483 of 1999)

Private and Public Sector Awards

FULL BENCH:
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING
COMMISSIONER P A IMLACH

Wage Rates - State Wage Case July 1999 - applications to review the Wage Fixing Principles and to vary awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number R1999 Safety Net Review - Wages - flow-on of federal safety net adjustment approved - operative date ffpp 1 August 1999 - partial revision of Wage Fixing Principles - full review of Wage Fixing Principles to begin no later than October 1999

INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD

ORDER -

No. 1 of 1999

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THE INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD IS VARIED 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	3,016	27,557
Step 2	25,688	3,016	28,704
Step 3	26,853	3,016	29,869
Step 4	28,017	2,912	30,929
Step 5	29,168	2,912	32,080
Step 6	30,312	2,912	33,224
Step 7	31,522	2,912	34,434
Step 8	32,741	2,912	35,653
Step 9	33,946	2,912	36,858
Step 10	35,015	2,808	37,823
Step 11	36,575	2,808	39,383
Step 12	38,950	2,808	41,758

(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% = \$43,428.00

(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.

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(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.

- (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.

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- (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:

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

OPERATIVE DATE

This variation shall come into operation from the first full pay period commencing on or after 1 August 1999.

R J Watling
COMMISSIONER

27 July 1999