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**TASMANIAN INDUSTRIAL COMMISSION**

**Industrial Relations Act 1984**

s.59 application for filing a variation to an industrial agreement

**Australian Education Union, Tasmanian Branch**  
(T13761 of 2011)

**POLYTECHNIC AND SKILLS INSTITUTE TEACHING STAFF  
INDUSTRIAL AGREEMENT 2011**

COMMISSIONER JP McALPINE

HOBART, 3 March 2011

**Variation of industrial Agreement - salaries - variation approved – operative  
ffpp on or after 1 March 2011**

**ORDER BY CONSENT**

This is an application, pursuant to Section 59 of the *Industrial Relations Act 1984*, to vary an agreement known as the Polytechnic and Skills Institute Teaching Staff Industrial Agreement 2011.

The agreement is varied as follows:

1. Delete Schedule 1 SALARIES of the above named Agreement and insert in lieu thereof the following.

**SCHEDULE 1  
SALARIES**

Basis of calculation for rates of pay for salaries and recreation leave loading, which will apply from the commencement of the first full pay period to begin on or after 1 March 2011, as provided for in clause 7. salaries.

Salaries.2011

<b><u>STATE TERRITORY</u></b>	<b><u>SALARY LEVELS FOR POSITIONS LISTED IN CLAUSE 7 SALARIES</u></b>
VICTORIA	79,648
NEW SOUTH WALES	81,656
QUEENSLAND	78,242
SOUTH AUSTRALIA	79,816
WESTERN AUSTRALIA	83,721
NORTHERN TERRITORY	89,023
AUSTRALIAN CAPITAL TERRITORY	78,837
<b>TOTAL</b>	<b>570,943</b>

1. Divide 570,943 by 7 = 81,563
2. Current Band 1 Level 9 = 78,509 and includes \$923 of leave loading. Deduct the Leave Loading and you have \$77,586.
3.  $81,563 - 77,586 = 3,977$
4.  $3,977 = 5.13\%$  of 77,586
5. Leave loading increase:  $\$923 + 5.13\% = 970$
6.  $\$81,563 + \$970 = \$82,533$  which is salary for Band 1 Level 9
7. Add 5.13% to all other current salary levels.

Polytechnic and Skills Institute Teaching Staff Industrial Agreement

<u>CLASSIFICATION</u>	<u>Effective from FFPP on or after 1 March 2011 \$pa*</u>
<b><u>Band 1, Level 1</u></b>	<u>53,229</u>
<b><u>Band 1, Level 2</u></b>	<u>57,014</u>
<b><u>Band 1, Level 3</u></b>	<u>62,394</u>
<b><u>Band 1, Level 4</u></b>	<u>65,781</u>
<b><u>Band 1, Level 5</u></b>	<u>68,991</u>
<b><u>Band 1, Level 6</u></b>	<u>72,542</u>
<b><u>Band 1, Level 7</u></b>	<u>76,232</u>
<b><u>Band 1, Level 8</u></b>	<u>79,773</u>
<b><u>Band 1, Level 9</u></b>	<u>82,533</u>
<b><u>Band 2, Level 1</u></b>	<u>89,397</u>
<b><u>Band 2, Level 2</u></b>	<u>93,459</u>
<b><u>Band 3, Level 1</u></b>	<u>89,397</u>
<b><u>Band 3, Level 2</u></b>	<u>95,107</u>
<b><u>Band 3, Level 3</u></b>	<u>100,051</u>
<b><u>Band 3, Level 4</u></b>	<u>107,491</u>
<b><u>Band 3, Level 5</u></b>	<u>114,106</u>
<b><u>Band 3, Level 6</u></b>	<u>118,288</u>
<b><u>Band 3, Level 7</u></b>	<u>122,168</u>
<b><u>Band 3, Level 8</u></b>	<u>126,853</u>

**\*Recreation Leave Allowance of \$970 incorporated into salary levels.**

All existing employees in Principal positions and in receipt of the additional salary provided by the Principals Leadership Agreement (PLA) will continue to receive the additional salary in accordance with that agreement

Any new appointments to Principal positions will include access to the PLA

Any outcome of the negotiations for the new PLA will be applicable to Principal positions in the new organisations

HoD 1 (Team Leader – Tasmanian Polytechnic and Tasmanian Skills Institute = Band 2 Level 1

HoD 2 (Tasmanian Polytechnic and Tasmanian Skills Institute) = Band 2 Level 2

AST 1 (Tasmanian Polytechnic and Tasmanian Skills Institute) = Band 1 Level 9

A sessional employee shall be paid the appropriate hourly rate outlined below:

Classification	Loaded Hourly Rate (67.50%)	Salary Scale Teacher
Sessional Employee 1	\$57.42	Band 1 Level 3
Sessional Employee 2	\$60.54	Band 1 Level 4
Sessional Employee 3	\$63.49	Band 1 Level 5
Sessional Employee 4	\$66.76	Band 1 Level 6
Sessional Employee 5	\$70.16	Band 1 Level 7
Sessional Employee 6	\$73.42	Band 1 Level 8
Sessional Employee 7	\$75.96	Band 1 Level 9

- The formula for calculation of the above hourly rates is as follows:

Band 1 salary per annum divided by 1820 = hourly rate plus 67.5% =  
loaded hourly rate

#### OPERATIVE DATE

This variation shall come into operation from the first full pay period to commence on or after 1 March 2010.



J P McAlpine  
**COMMISSIONER**  
3 March 2011