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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

**T.1851 of 1989**

**IN THE MATTER OF AN APPLICATION BY  
THE TASMANIAN REGISTERED TEACHERS  
ASSOCIATION TO VARY THE  
INDEPENDENT SCHOOLS (TEACHERS)  
TASMANIA AWARD**

**RE: \$10.00 WAGE RATE ADJUSTMENT**

**ORDER -**

**No. 2 of 1989**

AMEND THE **INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD** IN THE FOLLOWING MANNER:

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**By deleting Clause 8 - Salaries, and inserting in lieu thereof the following:**

**"8. SALARIES**

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

<b>UNCERTIFICATED TEACHER</b>	Salary per annum \$
(a) Graduate	
1st year	21415
2nd year	21679
3rd year	22994
4th year	24306
5th year	25592
6th year	26887
7th year	26887
8th year	26887
9th year	26887
10th year	27594
11th year	27594
12th year	27594
13th year	27594
14th year	28611
15th year	28611
16th year	28611
17th year	28611
18th year	29512
19th year	30826
20th year and thereafter	32137
(b) Non-Graduate	
1st year	17945
2nd year	18226
3rd year	19248
4th year	20288
5th year	21320
6th year	22258
7th year	22258
8th year	22258
9th year	22258
10th year	22451
11th year	23492
12th year	24521
13th year	25542
14th year	26567

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15th year	27594
16th year	27594
17th year	27594
18th year	27594
19th year	28611
20th year	28611
21st year	28611
22nd year	28611
23rd year	29512
24th year	30826
25th year and thereafter	32137

### **CERTIFICATED TEACHER**

(a) Two-year Trained Teacher

1st year	18323
2nd year	19350
3rd year	20383
4th year	21409
5th year	22451
6th year	23492
7th year	24521
8th year	25542
9th year	26567
10th year	27594
11th year	27594
12th year	27594
13th year	27594
14th year	28611
15th year	28611
16th year	28611
17th year	28611
18th year	29512
19th year	30826
20th year and thereafter	32137

(b) Three-year Trained (Non-Graduate Teacher)

1st year	20383
2nd year	21409
3rd year	22451
4th year	23492
5th year	24521
6th year	25542
7th year	26567
8th year	27594
9th year	28611
10th year	28611

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11th year	28611
12th year	28611
13th year	29512
14th year	30826
15th year and thereafter	32137

- (c) Three-year Trained Graduate Teacher (Graduates who have sufficient education subjects to qualify for the Tasmanian Teachers' Certificate, or its equivalent, but not the Diploma of Education).

1st year	22258
2nd year	23274
3rd year	24284
4th year	25286
5th year	26282
6th year	27279
7th year	28281
8th year	29282
9th year	30274
10th year	30274
11th year	30274
12th year	30274
13th year	30826
14th year and thereafter	32137

- (d) Four-Year Trained Teacher

1st year	22928
2nd year	24255
3rd year	25572
4th year	26887
5th year	28196
6th year	29512
7th year	30826
8th year and thereafter	32137

### **SENIOR TEACHER**

Class I	33261
Class II	34206
Class III	36061

### **IN-CHARGE ALLOWANCES**

Class I	536
Class II	803
Class III	1607

### **Notes:**

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(i) Part-time Hourly Rates for Less than 5 Hours a Week

Hourly rates shall be calculated by using the following formulas:

Teacher with 4-year training course:

4-year trained, 2nd year/1200

Teacher with 3-year training course:

3-year trained, 4th year/1200

Uncertificated Teacher:

Uncertificated, non-graduate 1st year/1200

(ii) Emergency Teacher Rates

An emergency teacher shall be paid at a daily rate for days actually worked in accordance with the following formula:

Daily rate = Salary/200

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

**PROVIDED THAT** an emergency teacher shall receive a minimum payment of two hours for each day worked. For the purpose of this provision, two hours is equivalent to two-fifths of the daily rate applying to that teacher.

(iii) Advancement to the next grade 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.

A teacher employed for 50% or less of a full teaching load will be required to complete 24 months service before advancement.

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- (iv) A teacher who commences with a four-year degree and a Diploma of Education begins on the second rung of the four year trained scale and progresses by annual increments to the top of the scale reaching it in the seventh year of teaching.
- (v) A teacher who qualifies for advancement to a higher scale shall be transferred to the appropriate salary scale, at the salary rate which is immediately above the rate being received by the teacher at the date of his/her transfer with effect on and from the first day of the month succeeding the date on which such requirements were satisfied **EXCEPT** that where the latter date and the normal incremental date are the same, the transfer shall be to the rate prescribed by such scale which is two increments above the rate being received by the teacher at the date of transfer and thereafter he/she shall be eligible for progression on his/her normal salary scale.
- (vi) Any teacher who is responsible for assessment, curriculum and other matters relating to a subject outside their own teaching classes shall be entitled to an In-Charge Allowance."

#### **DATE OF OPERATION**

The foregoing variations shall have effect from the first pay period commencing on or after 15 March 1989.

A. Robinson  
**DEPUTY PRESIDENT**

10 March 1989