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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**  
(T13762 of 2011)

**TEACHING SERVICE (TASMANIAN PUBLIC SECTOR) SALARY AND CONDITIONS  
OF EMPLOYMENT INDUSTRIAL AGREEMENT 2008**

COMMISSIONER JP McALPINE

HOBART, 3 March 2011

**Variation of industrial Agreement - salaries - variation approved – operative  
ffpp on or after 17/2/11**

**ORDER BY CONSENT**

This is an application, pursuant to section 59 of the *industrial relations act 1984*, to vary an agreement known as the Teaching Service (Tasmanian Public Sector) Salary and Conditions of Employment Industrial Agreement 2008

The agreement is varied as follows:

1. Delete Schedule 3 SALARIES of the above named Agreement and insert in lieu thereof the following.

**SCHEDULE 3  
SALARIES**

BASIS OF CALCULATION FOR RATES OF PAY FOR SALARIES AND RECREATION LEAVE LOADING, WHICH WILL APPLY FROM THE COMMENCEMENT OF THE FINAL PAY PERIOD TO BEGIN IN FEBRUARY 2011, AS PROVIDED FOR IN CLAUSE 8. SALARIES.

Salaries.2011

<b><u>STATE TERRITORY</u></b>	<b><u>SALARY MAXIMUM OF TEACHER SCALE OR AST 1 EQUIVALENT AS AT 1 JANUARY 2011</u></b>
VICTORIA	\$79,648
THE A.C.T.	\$78,837
SOUTH AUSTRALIA	\$79,816
WESTERN AUSTRALIA	\$83,721
QUEENSLAND	\$78,242
NEW SOUTH WALES	\$81,656
NORTHERN TERRITORY	\$89,023

1. Current Tasmanian salary @ Band 1 Level 12 is \$78,509. Deduct Leave Loading of \$923 = \$77,586
2. Average of other States/Territories: \$81,563 which is 5.13% more than \$77,586
3. Leave Loading increases by 5.13% from \$923 to \$970
4. Add \$970 to \$81563 equals \$82,533 which is the new Band 1 Level 12 salary.
5. Add 5.13% to all other salary levels.

TEACHING SERVICE (TASMANIAN PUBLIC SECTOR) SALARIES AND  
CONDITIONS OF EMPLOYMENT AGREEMENT 2008

<u>CLASSIFICATION</u>	<u>Effective from the last pay period beginning on or after 17 February 2011 \$pa*</u>
<b><u>Band 1 Level 1</u></b>	<u>51,575</u>
<b><u>Band 1, Level 2</u></b>	<u>53,195</u>
<b><u>Band 1, Level 3</u></b>	<u>54,820</u>
<b><u>Band 1, Level 4</u></b>	<u>56,436</u>
<b><u>Band 1, Level 5</u></b>	<u>59,337</u>
<b><u>Band 1, Level 6</u></b>	<u>62,394</u>
<b><u>Band 1, Level 7</u></b>	<u>65,606</u>
<b><u>Band 1, Level 8</u></b>	<u>68,991</u>
<b><u>Band 1, Level 9</u></b>	<u>72,542</u>
<b><u>Band 1, Level 10</u></b>	<u>76,235</u>
<b><u>Band 1, Level 11</u></b>	<u>79,773</u>
<b><u>Band 1, Level 12</u></b>	<u>82,533</u>
<b><u>Band 2</u></b>	<u>89,397</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>107,490</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>
<b><u>Band 4, Level 1</u></b>	<u>126,053</u>
<b><u>Band 4, Level 2</u></b>	<u>131,296</u>

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

**Teaching Service (Tasmanian Public Sector) Salaries and Conditions of Employment Agreement 2008**

2. Delete from Schedule 1 of the above named Agreement *INCENTIVE PAYMENTS FOR EMPLOYEES IN DESIGNATED SCHOOLS* the current sub-clauses 2.1.1 to 2.1.5 and insert in lieu the following.

- 2.1.1 \$2,352 upon commencement
- 2.1.2 \$2,352 upon completing 3 years continuous employment
- 2.1.3 \$4,709 upon completing 4 years continuous employment
- 2.1.4 \$4,709 upon completing 5 years continuous employment
- 2.1.5 \$4,709 upon completing 6 years continuous employment

**OPERATIVE DATE**

This variation shall come into operation from the first full pay period to commence on or after 17 February 2011.



3 March 2011