

T13128 of 2008

7 APR 2008



**TEACHING SERVICE  
(TASMANIAN PUBLIC SECTOR)**

**SALARIES AND CONDITIONS OF  
EMPLOYMENT AGREEMENT 2008**



## 1. TITLE

This agreement shall be known as the "Teaching Service (Tasmanian Public Sector) Salaries and Conditions of Employment Agreement 2008".

## 2. APPLICATION

This Agreement is between the Minister Administering the *State Service Act 2000* and the Australian Education Union, Tasmanian Branch and is to apply to all persons employed under the *State Service Act 2000* in classifications contained in the Teaching Service (Tasmanian Public Sector) Award.

## 3. TYPE OF AGREEMENT

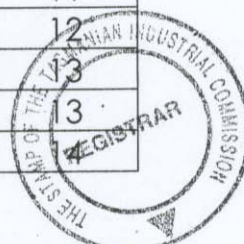
This agreement is an agreement pursuant to Part IV of the Industrial Relations Act 1984 (*Tas*)

## 4. DATE OF EFFECT AND DURATION

This Agreement will take effect from 1 March 2008 and will continue in effect until 28 February 2011.

## 5. ARRANGEMENT

Clause	Title	Page
1	Title	2
2	Application	2
3	Type of Agreement	2
4	Date of Effect and Duration	2
5	Arrangement	2
6	Definitions	3
7	Excessive Workloads	3
8	Salaries	3
9	Consultation and Change	5
10	Teacher Transfers	5
11	Family Friendly and Flexible Workplace Arrangements	5
12	Beginning Teacher Time Release (BeTTR) Program	7
13	Defence Forces Leave	7
14	Leave	8
15	Incentive Payments – Isolated Schools	9
16	Workplace Union Delegates	9
17	Jury Service	11
18	Teacher and Student Attendance Days	11
19	Professional Activity Days	12
20	Grievances and Dispute Settling Procedure	13
21	No Extra Claims	13
22	Signatures	13





	<b>Schedule 1 – Incentive Payments for Employees in Designated Schools</b>	15
	<b>Schedule 2 – Teacher Transfer Policy</b>	17
	<b>Appendix 1</b>	18
	<b>Schedule 3 - Salaries</b>	23

## 6. DEFINITIONS

6.1 For the purposes of this Agreement:

6.1.1 **"The Award"** means the *Teaching Service (Tasmanian Public Sector) Award 2005*

6.1.2 **"Department"** means the Department of Education, Tasmania

6.1.3 **"Employee(s)"** means a person employed in the Department under the provisions of the *State Service Act 2000* in a classification contained under the Award

## 7. EXCESSIVE WORKLOADS

7.1 The employer will ensure that supervisors and managers are aware that the tasks allocated to employees must not exceed what can reasonably be performed in the hours for which they are employed.

7.2 The employer will ensure that supervisors and managers implement procedures to monitor the hours worked of the employees they supervise and where employees regularly work hours in excess of the hours for which they are employed to perform their jobs, changes (technology, responsibility, extra resources) will be implemented.

7.3 In most circumstances substantive vacant positions will be filled prior to the start of the next school year. If it appears likely that will not be the case, supervisors and/or managers will consult affected employees within three months of the position becoming vacant, giving the reasons why the position will not be filled and advising how the workloads will be managed having regard to (7.1) and (7.2) above.

7.4 In most circumstances temporary vacancies will be filled as they arise. Where a position is not to be filled, supervisors and managers will consult affected employees, giving the reasons why the position will not be filled and advising how the workload will be managed having regard to 7.1 and 7.2 above.

## 8. SALARIES

8.1 During the life of this Agreement the salaries of employees will be adjusted to equate to the average of the:

8.1.1 First level of Advanced Skills Teacher (however named), or





- 8.1.2 Maximum of the base-grade scale where the first level of Advanced Skills Teacher has been absorbed as at 1 January 2008, 2009, 2010 and 2011 respectively in Government education systems of all Australian States and Territories, excluding Tasmania.
- 8.1.3 The actual salary levels for each classification will be in Schedule 2 of this Agreement, which will be varied to reflect the changes to salary levels during the life of the Agreement.
- 8.2 The recreation leave allowance payable to employees covered by this Agreement is incorporated into the fortnightly remuneration paid to employees. Therefore, for the purpose of determining the salary adjustment under 8.1, the equivalent of such recreation leave allowance will not be included when calculating annual remuneration.
- 8.3 For the purposes of 8.1, the relevant classification in each State and Territory that will be used for the purpose of the calculation shall be:

<u>State/Territory</u>	<u>Teacher Classification</u>
<u>New South Wales</u>	<u>Top of incremental scale</u>
<u>Victoria</u>	<u>Top of incremental scale</u>
<u>Queensland</u>	<u>Senior Teacher</u>
<u>South Australia</u>	<u>AST1/Key Teacher</u>
<u>Western Australia</u>	<u>Senior Teacher 1 (Note: equivalent of annual leave loading to be deducted)</u>
<u>Australian Capital Territory</u>	<u>Top of incremental scale</u>
<u>Northern Territory</u>	<u>Teacher of Exemplary Practice 1 (TEP1)</u>

- 8.4 Each salary adjustment will apply from the:
- 8.4.1 Beginning of the first pay period to commence on or after 1 March 2008, 2009 and 2010; and from the
- 8.4.2 Commencement of the last pay period in February 2011.
- 8.5 Salary Sacrifice
- 8.5.1 In addition to the right to salary sacrifice voluntary payments to a superannuation fund in accordance with the relevant legislation, employees will be able to salary sacrifice the compulsory contribution for employees covered by the RBF defined benefits superannuation scheme. This will mean that the rate of employee contribution will be adjusted to reflect differing tax arrangements.
- 8.5.2 Employees may also sacrifice a proportion of salary in respect of some fringe benefits. In these instances the employee will meet any administrative costs. Examples include:



- superannuation;
- work-related computer software; and

8.5.3 Salary for all purposes, including superannuation and annual leave loading entitlements for employees entering into a salary sacrifice agreement, will be determined as if a salary sacrifice agreement did not exist.

## **9. CONSULTATION AND CHANGE**

- 9.1 Where the *Department* is planning the introduction of major changes in work arrangements and practices that are likely to have significant effects on employees, the *Department* shall notify the employees who may be affected by the proposed changes and the Australian Education Union, Tasmanian Branch (the Union) prior to the trialling or implementation of such changes.
- 9.2 The *Department* shall consult with the employees affected and the Union and discuss the introduction of the changes referred to above, the effects the changes are likely to have on employees, measures taken to avoid or lessen the adverse effects of such changes on employees, and shall give prompt consideration to matters raised by the employees and/or the Union in relation to the changes. These discussions shall commence as early as practicable after the *Department* believes that change may be necessary.
- 9.3 For the purposes of such discussion, the *Department* shall provide in writing to the employees concerned and the Union all relevant information about the changes, including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees.

## **10. TEACHER TRANSFERS**

The parties will negotiate a revised transfer policy for implementation in 2009.

## **11. FAMILY FRIENDLY AND FLEXIBLE WORKPLACE ARRANGEMENTS**

- 11.1.1 Flexible working arrangements assist employees to balance work and family commitments. The adoption or extension of family-friendly arrangements may require innovation in respect of supervision, scheduling of meetings, training opportunities, hours of work, and how, where and when work is performed.
- 11.1.2 Without limiting the kind of arrangements that may be suitable in any individual instance, family-friendly arrangements could include non-standard and variable starting and/or finishing times, part-time work, and job sharing.





- 11.1.3 In considering an employee's request for flexible work arrangements, the employer will take into account the employee's family and other, relevant, commitments.
- 11.1.4 Such requests will also have to be considered in light of the operational needs of the employer but will not be unreasonably refused. Employees will be given the reasons if requests for flexible working arrangements are not approved.
- 11.1.5 During the life of this agreement a working party consisting of representatives from the Department and the Union will be established to review and consider family friendly and flexible work arrangements within the workplace.

## **11.2 Reimbursement of Child Care Costs**

Where employees are directed to work outside their normal hours, or work patterns, and as a result incur additional commercial child care costs, such costs will be reimbursed by the employer.

## **11.3 Breast Feeding Facilities**

In order that employees can better combine the demands of work and motherhood, an area suitable for breastfeeding by employees will be made available in the workplace wherever practicable.

## **11.4 Ability to Vary Load**

11.4.1 Where an employee, in accordance with the Parental Leave Test Case decision, seeks to vary their workload that person can nominate the length of time they wish the variation to continue up to a maximum period of 5 years, before reverting to her/his previous load.

11.4.2 An employee who seeks to vary their workload will place that request in writing and give it to their supervisor.

11.4.3 The variation of load, if agreed to, must be confirmed in writing and:

- i. Outline the variation;
- ii. Clearly state the period of time; and
- iii. Be signed by the employee and a representative of the employer.

11.4.4 Unless the employee seeks to vary that arrangement in writing, and provides 12 weeks notice, the employee will be offered reversion to the previous employment level at the time nominated.



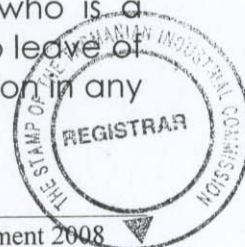


## **12. BEGINNING TEACHER TIME RELEASE (BeTTR) PROGRAM**

- 12.1 The BeTTR Program applies to beginning teachers who are in their first year of employment since graduation and are employed on a permanent or fixed-term basis for at least one school term at 0.5 full-time equivalent or more.
- 12.2 Under the BeTTR program, full-time beginning teachers are eligible to access a minimum "instructional load" time release of four hours per fortnight. Part-time teachers 0.5 full-time equivalent and above can access the time release on a pro rata basis.
- 12.3 The purpose of the BeTTR program will vary according to the needs of each beginning teacher, but may include time release for:
- 12.3.1 Induction programs relating to school, district and the *Department*
  - 12.3.2 Ongoing "feedback" meetings with senior staff and/or other experienced teachers
  - 12.3.3 Attendance at specific professional development programs
  - 12.3.4 Observation of experienced teachers in the classroom
  - 12.3.5 Additional "time out" for lesson preparation
  - 12.3.6 Visiting other schools/colleges – discussions with experienced teachers
  - 12.3.7 Visit to a Learning Service
  - 12.3.8 Meetings with relevant Learning Service curriculum officers
  - 12.3.9 Attendance at "awareness" meetings with Learning Service support staff
  - 12.3.10 Collaboration, including attendance at meetings with other beginning teachers within the Learning Service.
- 12.4 Time release under the BeTTR program should not be a substitute for individual, school or Learning Service professional learning programs – it is designed to supplement, not replace other learning programs.
- 12.5 In consultation and agreement with the school or college principal, time release for a beginning teacher may be "banked" up to a maximum of the equivalent of six hours to accommodate a "block" release for the beginning teacher to attend or participate in a one-day professional development program or activity.

## **13. DEFENCE FORCES LEAVE**

- 13.1 Subject to sub-paragraph 2, a permanent employee who is a member of any of Australia's Defence Forces is entitled to leave of absence to attend one compulsory training camp or session in any year.





- 13.2 The total period of leave of absence granted to a permanent employee under sub clause (1) should not exceed 10 working days in any one year, except with the approval of the employer.
- 13.3 A permanent employee who is granted leave under this sub-clause is, if that employee's salary exceeds that employee's Defence Force service pay, entitled to payment of an amount of salary equal to the difference between the two rates of payment.
- 13.4 Where a permanent employee who is on recreation leave attends a compulsory training camp or session as a member of any of Australia's Defence Forces, she/he is entitled to be paid her/his full salary regardless of any pay that she/he has received from the Defence Forces.
- 13.5 The foregoing also applies to fixed-term employees who have completed three months' service but, subject to the law of the Commonwealth, if an employee's employment expires before the conclusion of the period for which her/his attendance at the training camp or session is required, leave shall be granted under this sub-clause only to the date of that expiration.

## **14 LEAVE**

### **14.1 Sick Leave**

14.1.1 A full-time employee is entitled to accumulative paid sick leave on the following basis: twenty working days for the first year of service and ten working days for each subsequent year of service.

14.1.2 Sick leave shall be credited to an employee at the beginning of each leave year.

14.1.3 Leave of absence for sick leave shall only be approved for periods of three days or longer, if the application for leave is accompanied by a statutory declaration or certificate from a legally qualified medical practitioner which certifies that the leave was necessary.

14.1.4 If an employee has had at least five days absence due to sick leave, in any one leave year, without a certificate from a legally qualified medical practitioner, all subsequent applications for sick leave within that leave year, must be accompanied by such a certificate or a statutory declaration

Provided that further to sub-clause 14.1.3 and 14.1.4 the employer does have the right to require an employee to provide a medical certificate for such absences described in sub-clauses 14.1.3 and 14.1.4. Such a requirement must be relayed to the employee in writing and state the reasons for the requirement.

14.1.5 The employer may grant to an employee leave of absence for sick leave without pay for such periods, not exceeding one year in the aggregate as the employer thinks necessary.





## **14.2 Bereavement Leave**

In addition to the Award provision, the entitlement will be ten days paid leave in respect of the death of a mother, father, partner or child with discretion for the Head of Agency to grant additional paid leave.

## **14.3 Carers Leave**

The award entitlement for carers leave will be increased to 10 days per annum through a new Personal Leave clause to be included in the award.

# **15. INCENTIVE PAYMENTS – ISOLATED SCHOOLS**

Refer Schedule 1 to this Agreement. This Schedule contains additional salary payments to teachers in schools listed in clause 1.1.2 of the Schedule.

# **16. WORKPLACE UNION DELEGATES**

16.1 Workplace union delegates will have recognition by the employer through:

16.1.1 The right to be treated fairly and to perform the role as workplace union delegates without any discrimination in employment, and the right to be treated with respect and without victimisation by management representatives.

16.1.2 The right to formal recognition by the employer that endorsed workplace union delegates speak on behalf of union members in their workplaces and that issues raised by workplace union delegates will be dealt with promptly and appropriately.

16.1.3 The right to have workplace union structures, such as workplace union delegates and worksite committees, recognised and respected.

16.1.4 The right to represent members on workplace issues.

16.1.5 The right to representation on consultative committees, genuine consultation and reasonable access to information about the workplace.

16.1.6 The right to reasonable paid time:

- to represent the interests of members to the employer;
- to represent the interests of members in industrial tribunals;
- to consult with union members;
- to participate in the operation of the union;
- to research and prepare prior to all negotiations with management;





- an opportunity to explain the benefits of union membership to employees including new employees at the time they enter into employment.

16.1.7 The right to call meetings of members and non-members to discuss union business.

16.2 Workplace union delegates shall have access to facilities, including:

16.2.1 where practicable, access to a private room to meet with individual members and perform union business.

16.2.2 reasonable access to telephone, facsimile, post, photocopying, internet and e-mail facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union.

16.2.3 the right to place union information on an appropriate notice board in a prominent location in the workplace.

16.2.4 access to information relevant to the workplace and/or workplace issues, including appropriate awards, agreements, statements of duty, departmental and governmental policies and, where available, staff lists.

16.3 Workplace union delegates shall have:

16.3.1 An entitlement to five days paid training leave in any one calendar year to attend union-endorsed union courses and attendance at union conferences.

16.3.2 Recognition that the time associated with travel for country representatives may require additional time to (i) above.

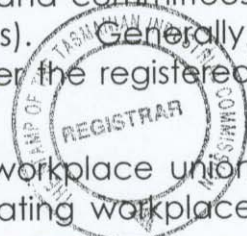
16.3.3 Recognition by management of any identified skills acquired by a delegate in that role for the purposes of progression through any skills-based progression system operating in that workplace wherever those identified skills are also required by the substantive position occupied by that delegate. Workplace union delegates must notify the employer of the intention to use the skills for progression.

16.4 Workplace union delegates' roles may extend beyond the workplace and the workplace union delegates shall have access to reasonable time:

16.4.1 to promote union issues, for participation on committees, and to assist workplace union delegate development, including paid work in the union office negotiated between the union and the employer on a case by case basis;

16.4.2 for participation in internal union forums and committees (e.g. branch or national conferences). Generally, members are elected to these roles under the registered union rules;

16.4.3 In dispersed or remote workplaces the workplace union delegate structure may require co-ordinating workplace





union delegates and that these workplace union delegates may require a greater amount of time to perform their duties.

- 16.4.4 Workplace union delegates will have access to leave without pay for the purposes of working for a union. Any such period of leave will be considered as service for salary increment purposes and shall not constitute a break in service for other purposes. Prior to taking up such positions with the union, employees will not be required to relinquish their substantive positions.

## 17. JURY SERVICE

- 17.1 An employee, who is called for jury service is allowed the necessary leave of absence, on full pay, and is not to be paid jury fees but only out-of-pocket expenses allowed by the Crown.
- 17.2 An employee who is called for jury service must advise the supervising officer as soon as possible that the employee is required for jury service.
- 17.3 Where an employee is called upon for jury service and is on approved paid leave, she/he shall not lose the benefit of that leave, and will be credited with the time occupied with the jury service and shall be permitted to take such leave with pay at the end of the jury service or at a later date according to the exigencies of the employer.

## 18. ATTENDANCE DAYS

- 18.1 Attendance days for teachers in 2008, 2009 and 2010 shall be the national average of 200 days per year.

PROVIDED THAT in 2008, teachers in the north and north-west will attend for 199 days.

PROVIDED FURTHER THAT:

(a) the first attendance day each year for teachers in schools (not secondary colleges) will be the second Monday in February in the North and North West and a day later in the South.

(b) the first attendance day each year for students in schools (not secondary colleges) will be the Wednesday following the second Monday in February in the North and North West and a day later in the South.

- 18.2 Details of teacher attendance are as follows:

2008					
Region	Students	PA Days	Moderation Days	Prep Days	Total
South	192	5	1	2#	200
NW	191	5	1	2#	199
North	190	6*	1	2#	199
(*1 extra PA day on Cup Day or own time in North)					





2009					
Region	Students	PA Days	Moderation Days	Prep Days	Total
South	193	4*	1	2#	200
NW	193	4*	1	2#	200
North	193	4*	1	2#	200
(Cup Day in North is a teacher and student attendance day) (* one less PA day in 2009 as a result of ANZAC Day.					

2010					
Region	Students	PA Days	Moderation Days	Prep Days	Total
South	192	5	1	2#	200
NW	192	5	1	2#	200
North	192	5	1	2#	200
(Cup Day in North is a teacher and student attendance day)					

PROVIDED THAT the above student attendance days may vary if individual schools receive Ministerial approval for Student Free Days.

PROVIDED FURTHER THAT at the start of the school year, the Principal, in consultation with parents/guardians shall determine the day upon which each high or additional needs student will commence.

PROVIDED FURTHER THAT the 2 Prep Days (#) are the two teacher attendance days immediately prior to the first student attendance day at the start of the year.

## 19. PROFESSIONAL ACTIVITY DAYS

- 19.1 Notwithstanding the provisions of the award, the parties are agreed to the following:
- 19.2 The award requires teaching staff in schools and colleges to be in attendance for the equivalent of an additional five (5) days per year. For 2009 this requirement will be reduced to four (4) days per year. The timing and purpose of these additional days should be determined at the school level in consultation with staff.
- 19.3 As stated in the award these additional days may be utilized for such purposes as professional development, curriculum development, school planning or for such other purposes as determined by the employer. This may include activities such as report writing; parent teacher meetings; presentation evenings; activities that require teacher supervision of students.
- 19.4 This does not preclude teaching staff from undertaking these types of activities as part of their normal duties.
- 19.5 A plan for the use of professional activity days should be established annually by the Principal in consultation with staff.





## **20. GRIEVANCES AND DISPUTE SETTLING PROCEDURE**

- 20.1 In the first instance, grievances and disputes will usually be dealt with at the workplace by appropriate employer and employee representatives. In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives. If still unresolved, the matter will be referred to the Tasmanian Industrial Commission. Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 20.2 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

## **21. NO EXTRA CLAIMS**

The Parties undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in this Agreement.

## 22. SIGNATURES

Signed for and on behalf of the Minister Administering the State Service Act 2000.



Signature

Agent for and on behalf of Minister Administering  
Position State Service Act 2000.

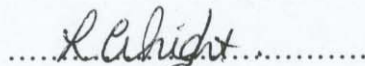


Witness

7 April 2008

Date

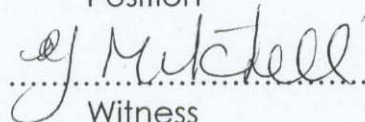
Signed for and on behalf of the Australian Education Union, Tasmanian Branch.



Signature

PRESIDENT

Position



Witness

7-4-08

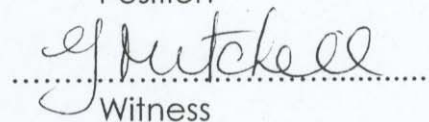
Date



Signature

State Manager

Position



Witness

7 April 2008

Date



This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984



## SCHEDULE 1

### INCENTIVE PAYMENTS FOR EMPLOYEES IN DESIGNATED SCHOOLS

#### **1. DEFINITIONS**

1.1 For the purposes of this Schedule:

1.1.1 "**Eligible employee**" means:

- A permanent employee in a designated school; and
- A fixed-term employee who is employed for at least one school year in a designated school.

**Provided** that this does not include an employee who has worked continuously in one of designated schools for more than six years or any employee classified as a Principal.

1.1.2 "**Designated school**" means:

Cape Barren Island School, Flinders Island District High School, King Island District High School, Mountain Heights School, Redpa Primary School, Rosebery District High School, Strahan Primary School, Waratah Primary School and Zeehan Primary School.

#### **2. INCENTIVES**

2.1 Full-time eligible teachers shall be paid the following additional salary at the time specified whilst working in one of the designated schools:

- 2.1.1 \$2027 upon commencement
- 2.1.2 \$2027 upon completing 3 years continuous employment
- 2.1.3 \$4058 upon completing 4 years continuous employment
- 2.1.4 \$4058 upon completing 5 years continuous employment
- 2.1.5 \$4058 upon completing 6 years continuous employment

#### **PROVIDED THAT:**

- 2.1.6 In respect of 2.1.1, a fixed-term employee will not receive payment of the additional salary until the completion of the year.
- 2.1.7 The additional salary for part-time employees will be paid on a pro rata basis according to the employee's allocated workload.



- 2.1.8 An employee who completes their third, fourth, or fifth year, not at the end of a school year and is transferred to another location at the end of the school year, shall receive 2.5% of the annual payment for each school week worked from the time the last payment was received until transferred.
- 2.2 The additional amounts listed above will be increased in line with the percentage change to the Band 1 Level 12 salary, which is provided for under Clause 8 Salaries of this Agreement. These increases will apply from the same date as that which will apply to the change in the salary amount.





## **SCHEDULE 2**

### **TEACHER TRANSFER POLICY**

The parties will negotiate a revised Transfer Policy for implementation in 2009. Appendix 1 outlines the classification of schools unless otherwise agreed.



**LEVEL A**

Abbotsfield Primary School  
 Albuera Street Primary School  
 Arthur Early Special Education  
 Centre  
 Bagdad Primary School  
 Beaconsfield Primary School  
 Bellerive Primary School  
 Blackmans Bay Primary School  
 Boat Harbour Primary School  
 Bracknell Primary School  
 Brent Street Primary School  
 Bridport Primary School  
 Brighton Primary School  
 Brooklyn Primary School  
 Burnie High School  
 Burnie Primary School  
 Cambridge Primary School  
 Campania District High School  
 Campbell Street Primary School  
 Central Office-seconded  
 teachers  
 Claremont College  
 Claremont Primary School  
 Claremont High School  
 Clarence High School  
 Collinsvale Primary School  
 Cooee Primary School  
 Cressy District High School  
 Cygnet Primary School  
 Deloraine High School  
 Deloraine Primary School  
 Devonport High School  
 Devonport Primary School  
 District Offices  
 District Support Services  
 Dodges Ferry Primary School  
 Early Special Education Centre  
 East Launceston Primary School  
 East Ulverstone Primary School  
 Elizabeth College  
 Evandale Primary School  
 Exeter High School  
 Exeter Primary School  
 Fairview Primary School  
 Forth Primary School  
 Franklin Primary School  
 Frederick Street Kindergarten  
 Geilston Bay High School

Glen Dhu Primary School  
 Glen Huon Primary School  
 Glenorchy Primary School  
 Goulburn Street Primary School  
 Hagley Primary School  
 Havenview Primary School  
 Hazelwood  
 Hellyer College  
 Hillcrest Primary School  
 Hobart College  
 Howrah Primary School  
 Huonville High School  
 Huonville Primary School  
 Illawarra Primary School  
 Kempton Primary School  
 Kings Meadows High School  
 Kingston High School  
 Kingston Primary School  
 Lansdowne Crescent Primary  
 School  
 Latrobe High School  
 Latrobe Primary School  
 Lauderdale Primary School  
 Launceston College  
 Lenah Valley Primary School  
 Letitia House - seconded  
 teachers  
 Lilydale District High School  
 Lindisfarne North Primary School  
 Lindisfarne Primary School  
 Longford Primary School  
 Margate Primary School  
 Meander Primary School  
 Mersey Heights School  
 Miandetta Primary School  
 Mole Creek Primary School  
 Molesworth Primary School  
 Montagu Bay Primary School  
 Montello Primary School  
 Moriarty Primary School  
 Mount Nelson Primary School  
 Mount Stuart Primary School  
 Mowbray Heights Primary  
 Munford Street Early Special  
 Education Centre  
 Natone Primary School  
 New Norfolk High School  
 New Norfolk Primary School  
 Newstead College





Newstead Heights School  
 New Town High School  
 New Town Primary School  
 Nixon Street Primary School  
 Norwood Primary School  
 Ogilvie High School  
 Orford Primary School  
 Parkland's High School  
 Penguin High School  
 Penguin Primary School  
 Perth Primary School  
 Port Dalrymple School  
 Princes Street Primary School  
 Prospect High School  
 Punch Bowl Primary School  
 Queechy High School  
 Railton Primary School  
 Reece High School  
 Riana Primary School  
 Richmond Primary School  
 Ridgley Primary School  
 Riverside High School  
 Riverside Primary School  
 Rose Bay High School  
 Roseneath Primary School  
 Rosetta High School  
 Rosetta Primary School  
 Rosny College  
 Sandy Bay Infant School  
 Sassafras Primary School  
 Scottsdale High School  
 Scottsdale Primary School  
 Sheffield District High School  
 Snug Primary School  
 Somerset Primary School  
 Sorell School  
 South Arm Primary School  
 South George Town Primary School  
 South Hobart Primary School  
 Sprent Primary School  
 Spreyton Primary School  
 Springfield Gardens Primary School  
 St George's School  
 St Leonards Primary School  
 St Michael's Support School  
 Steele Street Early Special Ed Centre  
 Summerdale Primary School  
 Table Cape Primary School  
 Taroona High School

Taroona Primary School  
 The Don College  
 Timsbury Road School  
 TOLS  
 Trevallyn Primary School  
 Ulverstone High School  
 Ulverstone Primary School  
 Upper Burnie Primary School  
 Waimea Heights Primary School  
 Wesley Vale Primary School  
 Westbury Primary School  
 West Launceston Primary School  
 West Somerset Primary School  
 Woodbridge District High School  
 Wynyard High School  
 Yolla District High School  
 Young Town Primary School



**LEVEL B**

Acton Primary School  
Bowen Road Primary School  
Bridgewater Primary School  
Bridgewater High School  
Brooks High School  
Clarendon Vale Primary School  
Cosgrove High School  
East Devonport Primary School  
Gagebrook Primary School  
Green Point Primary School  
Goodwood Primary School  
Herdsman's Cove Primary School  
Invermay Primary School  
Mayfield Primary School  
Moonah Primary School  
Mount Faulkner Primary School  
Ravenswood Heights Primary School  
Risdon Vale Primary School  
Rocherlea Primary School  
Rokeby Primary School  
Rokeby High School  
Warrane Primary School  
Waverley Primary School  
West Ulverstone Primary School





## **LEVEL C**

Ashley Unit  
Avoca Primary School  
Bicheno Primary School  
Bothwell District High School  
Branxholm Primary School  
Bruny Island District School  
Campbell Town District High School  
Dover District High School  
Dunalley Primary School  
Edith Creek Primary School  
Fingal Primary School  
Forest Primary School  
Geeveston District High School  
Glenora District High School  
Levendale Primary School  
Maydena Primary School  
Oatlands District High School  
Ouse District High School  
Ringarooma Primary School  
St Helens District High School  
St Marys District High School  
Smithton Primary School  
Smithton High School  
Stanley Primary School  
Swansea Primary School  
Tasman District High School  
Triabunna District High School  
Westerway Primary School  
Wilmot Primary School  
Winnaleah District High School



## LEVEL D

Cape Barren Island School  
Flinders Island District High School  
King Island District High School  
Mountain Heights School  
Redpa Primary School  
Rosebery District High School  
Strahan Primary School  
Waratah Primary School  
Zeehan Primary School





### **SCHEDULE 3** **SALARIES**

Basis of calculation for rates of pay for salaries and recreation leave loading, which will apply from the commencement of the first pay period to begin on or after 1<sup>st</sup> March 2008, as provided for in clause 8.

#### **Salaries.2008**

<b><u>STATE TERRITORY</u></b>	<b><u>SALARY MAXIMUM OF TEACHER SCALE AST 1 EQUIVALENT AS AT 1 JANUARY 2008</u></b>
VICTORIA	\$65,414
THE A.C.T.	\$71,767
SOUTH AUSTRALIA	\$70,492
WESTERN AUSTRALIA	\$68,247
QUEENSLAND	\$69,225
NEW SOUTH WALES	\$72,454
NORTHERN TERRITORY	\$74,481

1. Current Tasmanian salary @ Band 1 Level 12 is \$68,351 Deduct Leave Loading of \$804 = \$ 67,547
2. Average of other States/Territories: \$ 70,297 this is an increase of 4.07 %
3. Leave Loading increases from \$804 to \$ 837 .
4. Add \$837 to \$ 70,297 and the new Level 12 salary is \$ 71,134.

NB If the Victorian Salary is increased from/or prior to 1 January 2008 the figure of 4.07% will be adjusted to reflect the increase.



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

<u>CLASSIFICATION</u>	<u>Effective from FFPP on or after 1 March 2008</u>
	<u>\$pa*</u>
<u>Band 1, Level 1</u>	<u>\$44,449</u>
<u>Band 1, Level 2</u>	<u>\$45,846</u>
<u>Band 1, Level 3</u>	<u>\$47,246</u>
<u>Band 1, Level 4</u>	<u>\$48,638</u>
<u>Band 1, Level 5</u>	<u>\$51,139</u>
<u>Band 1, Level 6</u>	<u>\$53,773</u>
<u>Band 1, Level 7</u>	<u>\$56,542</u>
<u>Band 1, Level 8</u>	<u>\$59,459</u>
<u>Band 1, Level 9</u>	<u>\$62,520</u>
<u>Band 1, Level 10</u>	<u>\$65,699</u>
<u>Band 1, Level 11</u>	<u>\$68,752</u>
<u>Band 1, Level 12</u>	<u>\$71,133</u>
<u>Band 2</u>	<u>\$77,046</u>
<u>Band 3, Level 1</u>	<u>\$77,046</u>
<u>Band 3, Level 2</u>	<u>\$81,967</u>
<u>Band 3, Level 3</u>	<u>\$86,228</u>
<u>Band 3, Level 4</u>	<u>\$92,640</u>
<u>Band 3, Level 5</u>	<u>\$98,341</u>
<u>Band 3, Level 6</u>	<u>\$101,945</u>
<u>Band 3, Level 7</u>	<u>\$105,289</u>
<u>Band 3, Level 8</u>	<u>\$109,327</u>
<u>Band 4, Level 1</u>	<u>\$109,327</u>
<u>Band 4, Level 2</u>	<u>\$113,156</u>

**\*Recreation Leave Allowance of \$837 incorporated into salary levels.**

