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TASMANIAN INDUSTRIAL COMMISSION

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

The Tasmanian Registered Teachers' Association
(T7224 of 1997)

INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD

Award variation - wage rates - Safety Net Adjustment - consent matter - application granted - award varied - operative date ffpp 21 October 1997

ORDER BY CONSENT-

No. 1 of 1997

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AMEND THE **INDEPENDENT SCHOOLS (TEACHERS) TASMANIA AWARD** AS FOLLOWS:

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:

BAND 1	Annual Base Rate $	Annual Safety Net Adjustment $	Annual Salary Rate $
Step 1	24541	1768	26309
Step 2	25688	1768	27456
Sept 3	26853	1768	28621
Sept 4	28017	1768	29785
Step 5	29168	1768	30936
Step 6	30312	1768	32080
Step 7	31522	1768	33290
Step 8	32741	1768	34509
Step 9	33946	1768	35714
Step 10	35015	1768	36783
Step 11	36575	1768	38343
Step 12	38950	1768	40718
BAND 2			
Step 1	40508	1768	42276
Step 2	42066	1768	43834
Sept 3	43624	1768	45392
Sept 4	45182	1768	46950
ALLOWANCES			
Level 1	779		
Level 2	1558		
Level 3	2337		
Level 4	3116		

NOTES:

(a) 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 - Step 6 Band 1/1200.

Teacher with 3-year training course - Step 5 Band 1/1200.

Less than 3 years of training - Step 3 Band 1/1200.

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(b) 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.

(c) 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.

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

(d) Five-year Trained Teacher:

(i) omits steps 7 and 10 when progressing up Band 1

(ii) enters Band 1 at Step 6

(e) Four-year Trained Teacher:

(i) enters Band 1 at Step 5

(f) Three-year Trained Teacher:

(i) a three-year trained non-graduate enters Band 1 at Step 2

(ii) a three-year trained graduate enters Band 1 at Step 3

(iii) spends two years at Step 10 of Band 1 before progressing to Step 11 and two years at Step 11 before progressing to Step 12

(g) Two-year Trained Teacher:

(i) cannot advance beyond the rung they are on in Band 1 at the 1.1.91

(ii) those who have not reached Step 8 of Band 1 may do so by normal annual progression.

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(h) Provisionally registered teachers may only advance one step from their initial appointment step until full registration requirements have been completed.

(i) A teacher who qualifies for advancement to another classification shall be transferred from 1 January after such requirements were satisfied.

(j) An allowance may be paid, at the discretion of the Principal/Employing Authority, to any teacher or senior teacher who is asked to undertake additional duties and/or responsibilities.

(k) Supported Wage System

(i) Eligibility criteria

Subject to this subclause an employer may engage employees at a supported wage rate (as set out in paragraph (iii) of this subclause) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

PROVIDED that this subclause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

PROVIDED FURTHER that this subclause does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the above Act, or if a part only has received recognition, that part.

(ii) For the purposes of this subclause:

(1) **"Supported Wage System"** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

(2) **"Accredited Assessor"** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

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(3) **"Disability Support Pension"** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(4) **"Assessment instrument"** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(iii) Supported wage rates

Employees to whom this subclause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity (paragraph (d))	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $45 per week.)

(iv) Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(1) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;

(2) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

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(v) Lodgment of assessment instrument

(1) All assessment instruments under the conditions of this subclause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.

(2) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(vi) Review of assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(vii) Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this subclause shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(viii) Workplace adjustment

An employer wishing to employ a person under the provisions of this subclause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(ix) Trial Period

(1) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this subclause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

(2) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (iv) and (v).

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(3) The minimum amount payable to the employee during the trial period shall be no less than $45 per week or such greater amount as is agreed from time to time between the parties.

(4) Work trials should include induction or training as appropriate to the job being trialed.

(5) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under paragraph (iii) hereof."

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 21 October 1997.

R J Watling
COMMISSIONER

21 October 1997