

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards

**Queensland Teachers Union of Employees and Another AND Department of Education and Training
(A/2011/13)**

TEACHERS' AWARD - STATE 2003

DEPUTY PRESIDENT SWAN
DEPUTY PRESIDENT BLOOMFIELD
COMMISSIONER THOMPSON

29 August 2011

AMENDMENT

This matter coming on for hearing before the Commission at Brisbane on 29 August 2011 this Commission orders that the said Award be amended as follows as from 29 August 2011:

1. By deleting clause 5.5.1(b) and inserting the following in lieu thereof:

(b) What is the salary of a senior teacher?

The minimum salary of a 4 year trained senior teacher will be \$2,831.90 per fortnight.

A 3 year trained senior teacher will receive an allowance of \$107.50 per fortnight in addition to other entitlements under clause 5.2. The allowance is determined by subtracting the rate for band 3 step 4 from the 4 year senior teacher rate.

2. By deleting clause 5.5.2(b) and inserting the following in lieu thereof:

(b) What will a Senior Instrumental Music Instructor be paid?

The minimum salary for a 4 year trained Senior Instrumental Music Instructor will be \$2,831.90 per fortnight.

A 3 year trained Senior Instrumental Music Instructor will receive an allowance of \$107.50 per fortnight in addition to other entitlements under clause 5.2. The allowance is determined by subtracting the rate for band 3 step 4 from the 4 year Senior Instrumental Music Instructor rate.

3. By deleting clause 5.5.4(c) and inserting the following in lieu thereof:

(c) Teachers employed on a casual basis to teach courses will be paid at the following rate per hour of programmed student contact:

	Per Hour \$
Internally Assessed Courses	92.7880
Externally Assessed Courses	80.2200

4. By deleting clause 5.5.4(d) and inserting the following in lieu thereof:

(d) Guidance personnel employed on a casual basis will be paid at the rate of \$60.842 per hour.

5. By deleting clause 5.5.4(e) and inserting the following in lieu thereof:

(e) Teacher librarians employed on a casual basis will be paid at the rate of \$60.842 per hour.

6. By deleting clause 5.5.5(a)(i) and inserting the following in lieu thereof:

(i) Teachers paid according to clause 5.2 of this Award who are seconded as Education Officers (Special Duties) will be entitled to a salary of \$282.30 per fortnight in addition to their entitlements under clause 5.2.

7. By deleting clauses 5.7.2(a) and (b) and inserting the following in lieu thereof:

- (a) \$21.30 per fortnight where the teacher concerned is responsible for themselves and 2 or more teachers in the subject area; or
- (b) \$14.40 per fortnight where the teacher concerned is responsible for themselves and 1 other teacher in the subject area.

8. By deleting clause 5.7.3 and inserting the following in lieu thereof:

5.7.3 Teachers in charge

In addition to the salaries and other allowances prescribed by this Award, any teacher paid according to clause 5.2 of this Award and designated as a teacher in charge, will be paid an allowance at the rate of \$82.60 per fortnight.

9. By deleting clause 5.7.4 and inserting the following in lieu thereof:

5.7.4 Teachers seconded for special duties

In addition to the salaries and other allowances prescribed by this Award, teachers seconded as Advisory Teachers will be paid an allowance equivalent to the 3 year trained senior teacher allowance in clause 5.5.1(b) - \$127.50 per fortnight.

10. By deleting clause 5.7.5 and inserting the following in lieu thereof:

5.7.5 Teachers in specified sites

In addition to the salaries and other allowances prescribed by this Award, an allowance at the rate of \$27.90 per fortnight will be paid to employees covered by this Award in the following circumstances:

- (a) Teachers in these specified special education facilities: Special Schools; Special Education Units; Special Education Developmental Units; Special Education Classes; Special Education Developmental Centres; and Other special education facilities as may from time to time be approved by the employer.
- (b) Teachers in specified schools serving indigenous communities as set out in Schedule 4 of this Award.

11. By deleting the last paragraph in clause 5.8.1 and inserting the following in lieu thereof:

Note: The rates of pay in this award also incorporate adjustments based upon the *Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)* as at 1 May 2008.

12. By deleting Schedule 2 and inserting the following in lieu thereof:

SCHEDULE 2 - SALARIES - TEACHERS

The following scale of minimum salaries will apply to teachers:

Band and Step	2 and 3 year trained	4 year trained	Per Fortnight \$
Band 1			
Step 1	C2101		1,728.30
Step 2	C2102		1,775.40
Step 3	C2103		1,832.50
Step 4	C2104		1,893.00
Band 2			
Step 1	C2201	C0201	1,944.00
Step 2	C2202	C0202	2,047.80
Step 3	C2203	C0203	2,151.20
Step 4	C2204	C0204	2,254.80
Step 5	C2205	C0205	2,358.90
Band 3			
Step 1	C2301	C0301	2,445.60
Step 2	C2302	C0302	2,532.70
Step 3	C2303	C0303	2,619.30
Step 4	C2304	C0304	2,711.00

The above rates incorporate adjustments based upon the *Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)*.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2010 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

13. By deleting Schedule 3 and inserting the following in lieu thereof:

SCHEDULE 3 - SALARIES - PROMOTIONAL POSITIONS

The following scale of minimum salaries will apply to Promotional Positions:

Band and Step	Salary per Fortnight \$
Band 4	
Step 1	2,897.60
Step 2	2,967.70
Step 3	3,021.70
Step 4	3,104.80
Step 5	3,188.90
Band 5	
Step 1	3,061.90
Step 2	3,139.50
Step 3	3,205.40
Step 4	3,286.60
Step 5	3,363.50
Band 6	
Step 1	3,213.00
Step 2	3,283.20
Step 3	3,356.00
Step 4	3,440.50
Step 5	3,529.40
Band 7	
Step 1	3,364.60
Step 2	3,441.90
Step 3	3,526.50
Step 4	3,610.70
Step 5	3,699.40
Band 8	
Step 1	3,533.50
Step 2	3,618.80
Step 3	3,707.30
Step 4	3,798.80
Step 5	3,891.00
Band 9	
Step 1	3,773.10
Step 2	3,819.00
Step 3	3,915.40
Step 4	4,011.80
Step 5	4,097.80
Band 10	
Step 1	3,945.60
Step 2	4,034.40
Step 3	4,141.00
Step 4	4,240.90
Step 5	4,342.90
Band 11	

Band and Step	Salary per Fortnight
	\$
Step 1	4,173.90
Step 2	4,276.60
Step 3	4,379.50
Step 4	4,490.40
Step 5	4,596.50

The above rates incorporate adjustments based upon the *Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)*.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2010 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

Dated 29 August 2011.

By the Commission,
[L.S.] G.D. SAVILL,
Industrial Registrar.

Operative Date: 29 August 2011
Amendment - Certified Agreement provisions
Released: 26 September 2011