

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

TEACHERS' AWARD - NON-GOVERNMENTAL SCHOOLS 2003

(Gazette, 20 February 2004)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

1. By deleting clause 5.1.1 and inserting the following in lieu thereof:

5.1.1 The following scale of minimum salaries shall apply:

	Per Fortnight \$	Per Annum \$
Band 1 -		
Step 1	1,420.80	37,068
Step 2	1,448.20	37,783
Step 3	1,481.60	38,654
Step 4	1,517.00	39,577
Band 2 -		
Step 1	1,546.50	40,347
Step 2	1,605.50	41,886
Step 3	1,664.30	43,420
Step 4	1,723.20	44,957
Step 5	1,778.20	46,392
Band 3 -		
Step 1	1,823.30	47,569
Step 2	1,872.50	48,852
Step 3	1,921.60	50,133
Step 4	1,970.70	51,414

2. By deleting clauses 5.2.1 to 5.2.3 and inserting the following in lieu thereof:

5.2.1 The following scale of minimum salaries shall apply:

	Per Fortnight \$	Per Annum \$
Band 2 -		
Step 1	1,546.50	40,347
Step 2	1,605.50	41,886
Step 3	1,664.30	43,420
Step 4	1,723.20	44,957
Step 5	1,778.20	46,392
Band 3 -		
Step 1	1,823.30	47,569
Step 2	1,872.50	48,852
Step 3	1,921.60	50,133
Step 4	1,970.70	51,414

5.2.2 Four Year Trained Teachers who have obtained:

(a) an Approved masters or doctoral degree; or

(b) 2 Approved degrees, of a recognised University or Universities shall in the ninth and subsequent years of service be paid the following minimum salaries:

1,970.70

51,414

5.2.3 Progression

- (a) A 4 Year trained Teacher shall be appointed at Band 2 Step 1.
- (b) A Teacher admitted to the service as a 4 Year trained Teacher who has an Approved bachelor's degree with first and second degree honours from a recognised University plus one Year of Teacher education or 2 Approved degrees from a recognised university plus one Year of Teacher education shall commence on the salary prescribed for Step 2.
- (c) Except as otherwise provided by this Award, progression from one salary Step to a higher salary Step shall be by annual increment up to a maximum salary of Band 3.

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 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.

3. By deleting clause S4.3.3 of Schedule 4 and inserting the following in lieu thereof:

S4.3.3 Remuneration

Remuneration payable to Administrative Personnel - Senior Administrators, Heads of Department or equivalent - Admin. Levels 3A, 3B and 2 shall be on the basis of salaries set out herein. Remuneration for Teachers in Charge - Admin. Level 1 shall be on the basis of allowances as outlined with such allowances payable for all purposes of the Award.

Salaries

Classification Level	Per Fortnight	Per Fortnight	Per Annum	Per Annum
	Minimum	Maximum	Minimum	Maximum
	\$	\$	\$	\$
Senior Administrator	2,253.30	2,414.60	58,787	62,995

Note: This is a range classification within which an Employing Authority may establish a single salary or package point or points based on an evaluation of the duties and responsibilities allotted to the particular position.

Classification Level	Per Fortnight	Per Annum
	\$	\$
Head of Department Admin. 3A, 3B -		
Salary upon appointment	2,074.60	54,125
Salary 2nd step	2,114.90	55,176
Salary 3rd step	2,155.20	56,228
Salary 4th step	2,195.50	57,279
Salary 5th step	2,235.80	58,330
Admin. 2 -		
Salary upon appointment	2,046.20	53,384
Salary 2nd step	2,081.10	54,294
Salary 3rd step	2,115.90	55,202
Salary 4th step	2,150.80	56,113
Salary 5th step	2,185.70	57,023

Classification Level	Per Fortnight \$	Per Annum \$
Teacher-in-Charge Admin. 1 -		
Allowance upon appointment	47.15	1,230.00
Allowance 2nd year	70.70	1,845.00
Allowance 3rd year	94.30	2,460.00
Allowance 4th year	117.85	3,075.00
Allowance 5th year	141.45	3,690.00

N.B. The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 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.

The allowances provided for Teacher-in Charge Admin. 1 by this schedule have an established relationship with the salary of a Band 3 Step 4 Teacher as prescribed in clause 5.1.2 of this Award and the salary prescribed for the above classifications. Adjustments to these allowances following State Wage determinations will maintain this relativity.

4. By deleting clause S5.3.3 of Schedule 5 and inserting the following in lieu thereof:

S5.3.3 Remuneration

Remuneration payable to positions of added responsibility shall be on the basis of salaries set herein:

Provided that an appointee to a position of Head of Department or Teacher-in-Charge, not eligible for salary at the maximum rate prescribed in clause 5.2 of the Award, may be paid an allowance at the rate shown until such time as that rate of salary is achieved: such allowance being payable for all purposes of the Award and Schedule 5.

Classification Level	Per Fortnight Minimum \$	Per Fortnight Maximum \$	Per Annum Minimum \$	Per Annum Maximum \$
Senior Administrator	2,253.30	2,414.60	58,787	62,995

Note: This is a range classification within which an Employing Authority may establish a single salary or package point or points based on an evaluation of the duties and responsibilities allotted to the particular position.

Classification Level	Salary Per Fortnight \$	Salary Per Annum \$	Allowance Per Fortnight \$	Allowance Per Annum \$
Head of Department				
Level 4	2,279.10	59,460	308.60	8,050
Level 3	2,239.90	58,437	269.30	7,027
Level 2	2,165.90	56,507	195.30	5,096
Level 1	2,118.70	55,275	148.20	3,866
Teacher-in-Charge	2,064.80	53,869	94.30	2,460

N.B. The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 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.

The allowances provided by Schedule 5 reflect the difference between the salary of a band 3 Step 4 Teacher as prescribed by clause 5.1.2 of this Award and the salary for the classification set out above. Adjustments to these allowances following State Wage determinations will maintain this relativity.

5. By deleting Attachment 2 of Schedule 6 and inserting the following in lieu thereof:

Attachment 2 - Wages and Allowances

Positions of Senior Administration and Positions of Added Responsibility

Position	Fortnightly \$	Annual \$
Middle Management Allowances		
PAR Level 1	111.90	2,921
PAR Level 2	204.80	5,343
PAR Level 3	297.40	7,759
PAR Level 4	390.20	10,181
Senior Administration Salary		
AP Level 1	2,932.80	76,515
AP Level 2	3,001.40	78,304
AP Level 3	3,067.10	80,018
Deputy Principals		
DP 1st Year	3,001.40	78,304
DP 2nd Year	3,067.10	80,018
DP 3rd Year	3,139.10	81,897
DP 4th Year	3,210.60	83,762
DP 5th Year	3,286.10	85,732

6. By deleting clause S11.10 of Schedule 11 and inserting the following in lieu thereof:

S11.10 Remuneration

The following scale of minimum salaries shall apply to the School Counsellor position as defined:

	Per Annum \$
First year of service	68,869
Second year of service	70,904
Third year of service	72,945

7. By deleting clause S12.10 of Schedule 12 and inserting the following in lieu thereof:

S12.10 Remuneration

The following scale of minimum salaries shall apply to the School Counsellor or Special Education Consultant positions as defined.

	Per annum \$
First year of service	68,869
Second year of service	70,904
Third year of service	72,945

8. By deleting Schedule 19 and inserting the following in lieu thereof:

SCHEDULE 19

Minimum wages and allowances - Catholic Education Employing Authorities

19.1 The minimum rate of pay for Teachers will be as follows:

Classification	per fortnight \$	per annum \$
Band 1		
Step 1	1,491.50	38,897
Step 2	1,529.10	39,878
Step 3	1,574.80	41,070
Step 4	1,623.30	42,335
Band 2		
Step 1	1,663.80	43,392
Step 2	1,746.90	45,560
Step 3	1,829.50	47,715
Step 4	1,912.50	49,880
Step 5	1,995.70	52,051
Band 3		
Step 1	2,065.00	53,859
Step 2	2,134.60	55,675
Step 3	2,203.70	57,477
Step 4	2,277.20	59,395

19.2 The minimum rate of pay for Positions of Added Responsibility will be as follows:

Classification	per fortnight \$	per annum \$
Deputy Principal		
1st year	2,645.40	69,001
2nd year	2,703.50	70,517
3rd year	2,767.10	72,176
4th year	2,830.90	73,841
5th year	2,897.30	75,573
APA'S & APRE'S		
1st year	2,584.50	67,412
2nd year	2,645.40	69,001
3rd year	2,703.50	70,517

19.3 The minimum rate of allowances will be as follows:

Classification	per hour \$	per fortnight \$	per annum \$
Middle management allowance			
Level 1 - 1 Pt		101.08	2,638
Level 2 - 2 Pt		184.83	4,825
Level 3 - 3 Pt		268.48	7,007
Level 4 - 4 Pt		352.28	9,191
AST 1 BCE		101.08	2,638
AST 2 BCE		177.64	4,636
AST 1 other than BCE		76.56	1,997
Leading Teacher		101.08	2,638
Moderation			
2 Teachers		22.48	588
1 Teacher		15.22	398
Secondment Allowance			
First year		75.25	1,964
Second year		93.41	2,437
Third year		111.93	2,921
Overtime	16.8635		

9. By deleting Schedule 20 and inserting the following in lieu thereof:

SCHEDULE 20

Minimum wages and allowances - Anglican Employing Authorities

S20.1 The minimum rate of pay for Teachers will be as follows:

Teachers	\$ Per fortnight
Band 1	
Step 1	1,538.60
Step 2	1,576.70
Step 3	1,623.25
Step 4	1,672.75
Band 2	
Step 1	1,713.85
Step 2	1,795.95
Step 3	1,880.60
Step 4	1,966.10
Step 5	2,051.70
Band 3	
Step 1	2,123.15
Step 2	2,194.75
Step 3	2,266.15
Step 4	2,337.55
Senior Teacher	2,427.75
PAR Point	90.80

9. By deleting Schedule 21 and inserting the following in lieu thereof:

SCHEDULE 21

Minimum Wages - Lutheran Schools

The minimum rates of pay for adult employees per week in the Southern Division (Eastern District) shall be as follows:

S21.1 The minimum rate of pay for Teachers will be as follows:

Teachers	\$ per fortnight
	4%
Band 1	
Step 1	1,545.20
Step 2	1,584.30
Step 3	1,631.80
Step 4	1,682.40
Band 2	
Step 1	1,724.60
Step 2	1,810.80
Step 3	1,896.90
Step 4	1,983.30
Step 5	2,070.00
Band 3	
Step 1	2,142.00
Step 2	2,214.40
Step 3	2,286.30

Teachers	\$ per fortnight
	4%
Step 4	2,362.80
Masters Degree/2 Degrees	2,362.80
Moderation Allowance	23.50
	15.60
Northern Allowance	7.30
LT1 Allowance	105.40
LT2 Allowance	184.70

S21.2 The minimum rate of pay for Positions of Added Responsibility will be as follows:

Positions of Added Responsibility		\$ per fortnight
Senior Administrator		
	Min	2,681.20
	Max	3,102.80
Head of Dept	Level 1	485.90
	Level 2	421.00
	Level 3	297.70
	Level 4	207.20
Coordinator	Level 1	187.90
	Level 2	161.80
	Level 3	134.80
	Level 4	107.50

10. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.4.4(a)	1,908.00	1,956
5.6.1(b)(i)	147.70	151.40
	3,853.00	3,900.00
5.6.1(b)(ii)	74.20	76.10
	1,936.00	1,959.00
5.6.2(a)(i)	21.80	22.30
	569.00	574.00
5.6.2(a)(ii)	14.70	15.10
	384.00	391.00
6.2.1	16.1595	16.5635
S7.4.2(a)	8,681.00	8,898
	5,209.00	5,339
	3,473.00	3,560
S7.5.2	1,448.00	1,484
	1,921.00	1,969
	2,407.00	2,467
	2,894.00	2,966
	3,356.00	3,440

Dated 1 October 2009.

G.D. SAVILL,
Registrar.