

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

TEACHERS' AWARD - STATE 2003

(Gazette, 19 December 2003)

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 5.5.1(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 \$2,620.80 per fortnight (\$68,374 per annum).

A 3 year trained senior teacher will receive an allowance of \$107.50 per fortnight (\$2,805.00 per annum) 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 \$2,620.80 per fortnight (\$68,374 per annum).

A 3 year trained Senior Instrumental Music Instructor will receive an allowance of \$107.50 per fortnight (\$2,805.00 per annum) 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	87.4980
Externally Assessed Courses	75.5615

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 \$57.158 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 \$57.158 per hour.

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

5.5.5 *Education officers (special duties)*

(a) Classroom Teachers

- (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 \$274.10 per fortnight (\$7,151.00 per annum) in addition to their entitlements under clause 5.2.

- (ii) Such teachers will be entitled to progress from one salary step to the next in accordance with the provisions of clause 5.2.
- (iii) Secondment as an Education Officer (Special Duties) will not alter the date at which a teacher is entitled to an annual increment.

7. By deleting clauses 5.8.1 inserting the following in lieu thereof:

5.8.1 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.

Note: The rates of pay in this Award also incorporate adjustments based upon the Department of Education Teachers' Certified Agreement 2003 (CA/2003/716) as at 1 July 2005.

8. 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 (see clause 5.2):

Band/Step	Per fortnight \$	Per annum \$
Band 1	Step 1	42,778
	Step 2	43,869
	Step 3	45,194
	Step 4	46,600
Band 2	Step 1	47,779
	Step 2	50,187
	Step 3	52,585
	Step 4	54,990
	Step 5	57,404
Band 3	Step 1	59,412
	Step 2	61,434
	Step 3	63,441
	Step 4	65,569

The above rates incorporate adjustments based upon the Department of Education Teachers' Certified Agreement 2003 (CA/2003/716).

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.

9. 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 (see clause 5.3).

Band		Salary	Salary	Salary	Salary	Salary
		Step 1	Step 2	Step 3	Step 4	Step 5
		\$	\$	\$	\$	\$
11	p.f.	3,777.70	3,868.20	3,958.70	4,056.30	4,149.60
	p.a.	98,556.00	100,917.00	103,279.00	105,825.00	108,259.00
10	p.f.	3,576.80	3,654.90	3,748.80	3,836.70	3,926.40
	p.a.	93,315.00	95,353.00	97,802.00	100,096.00	102,436.00
9	p.f.	3,388.20	3,465.30	3,550.20	3,635.10	3,718.70
	p.a.	88,395.00	90,406.00	92,621.00	94,836.00	97,017.00
8	p.f.	3,214.00	3,289.00	3,367.00	3,447.60	3,528.80
	p.a.	83,850.00	85,807.00	87,842.00	89,944.00	92,063.00
7	p.f.	3,047.40	3,133.40	3,207.90	3,281.90	3,360.10
	p.a.	79,504.00	81,747.00	83,691.00	85,621.00	87,662.00
6	p.f.	2,931.90	2,993.70	3,057.80	3,132.20	3,210.40
	p.a.	76,490.00	78,103.00	79,775.00	81,716.00	83,756.00
5	p.f.	2,798.90	2,867.20	2,925.30	2,996.70	3,064.40
	p.a.	73,021.00	74,802.00	76,318.00	78,181.00	79,947.00
4	p.f.	2,679.20	2,741.40	2,789.50	2,863.50	2,938.10
	p.a.	69,898.00	71,520.00	72,775.00	74,706.00	76,652.00

The above rates incorporate adjustments based upon the Department of Education Teachers' Certified Agreement 2003 (CA/2003/716).

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.

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>
	\$	\$
5.7.2(a)	20.20	20.70
	527.00	540.00
5.7.2(b)	13.70	14.00
	357.00	365.00
5.7.3	78.20	80.20
	2,040.00	2,092.00

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.7.4	120.80	123.80
	3,152.00	3,230.00
5.7.5	26.40	27.10
	689.00	707.00

Dated 1 October 2009.

G.D. SAVILL,
Registrar.