

## **REPS BRIEFING VIEU COUNCILS 26 JULY 2008**

### **The Context**

The AEU and VIEU ran a strong industrial campaign around two key issues – both attracting teachers to the profession and retaining them. The key themes of the campaign were the need to improve the salaries of graduates and experienced teachers in comparison to their NSW counterparts.

The settlement in the government sector produced significant increases for graduates and teachers at the top of the scale. The graduate rate in 2008 will increase from \$46,127 to \$ 51,184. At the start of 2009, when the majority of new teachers commence work, their starting salary will be \$52,571. Teachers who have been at the top of the scale, many of whom have not received incremental increases for several years, receive a significant wages jump from \$ 66,467 to \$75,500.

The new “benchmark” of \$75,500 in 2008 is a significant achievement, made possible only by the action taken by union members.

### **Proposed Catholic Agreement**

The rates of pay for employees (principals, school officers and school services officers, CEO employees) are consistent with outcomes achieved in Victorian Government Schools (VGS). The sign-up bonuses for all categories of staff are consistent with the outcome in VGS.

The pay increases are 4.9% in May 2008, 2.71% January 2009, 2.71% January 2010, and 2.71% January 2011. In the event that there is no successor agreement by January 2012, there will be a guaranteed pay increase due then. All pay increases will be backdated to the first pay period on or after 1 May 2008.

Attached is a more detailed summary of the key components of the draft Multi-Employer Agreement (MEA) for Catholic schools. Key to full consideration of the in-principle agreed elements of this package is that negotiations were successful in ensuring that there are no unpleasant surprises for members. The employer claim was detailed, and for most parts, contained significant issues that would have resulted in a deterioration of members' conditions.

There is no loss of automatic progression on the teachers' scale, as proposed by employers, no variation to existing school holidays and no caps on unpaid sick leave. Positions of Leadership allowances have been maintained and parental leave and long service leave have been improved.

## SUMMARY OF AGREED MATTERS

1. Date of effect for salary increases or any translation to revised salary structures is the first full pay period commencing on or after 1 May 2008. Operative date for subsequent increases in rates of pay is 1 January 2009, 1 January 2010 and 1 January 2011. In the event that there is no new agreement by 1 January 2012, all rates will increase by the same percentage as that applied to rates for teachers in VGS from the same date.
2. Rates of pay for Teachers, Principals, School Officers, Schools Services Officers, CEO Staff and emergency Teachers as set out in Attachments. Sign up payments for Teachers, Principals, Deputy Principals, School Officers, Schools Services Officers and CEO Staff consistent with payments agreed in VGS.
3. POL Allowances at levels 1 – 4 increased by 4.9%, 2.71%, 2.71% and 2.71% over the life of the Agreement. Rates for Positions of Leadership above POL 4 to be determined at the local level with no cap at the upper limit. All current POL 5s and 6s to be maintained at their current level adjusted by the same percentage increases at the same time as other POLs for the duration of that appointment. Pool amounts to increase by 4.9%, 2.71%, 2.71% and 2.71% over the life of the Agreement.
4. Implementation of a common progression cycle with incremental progression for all staff effective from 1 May in each year, provided that employees with less than four months experience in the preceding 12 months will not progress. The current provisions which discount service for part-time fractions of less than 0.4 FTE will be removed.
5. A one off transition payment will be made to those employees whose salary progression would be delayed beyond 12 months as a result of the implementation of the common progression cycle on 1 May 2009. This payment shall equal the value of the salary progression amount due on 1 May 2009 multiplied by the number of days in excess of 12 months.
6. Graduate teachers who commence employment at G-1 prior to 1 May in any year to be paid a lump sum as provided in VGS on progression to G-2 in the following year.
7. For new teachers to Catholic schools and on renewal of contracts for teachers currently on fixed term contracts, salary will be assessed in line with the same approach to consideration of years of experience as in VGS.
8. Formative assessments for teachers increased from one to two, to be undertaken in the Annual Review Meeting conducted at incremental levels G3 and A5 and based on agreed standards of teacher professional practice. Importantly, there is no **summative** assessment.
9. Increase in the overtime penalty for SSOs from time plus 33% to time plus 50%. Increase in the meal allowance from \$12 to \$15 per meal. Increase in

the tool allowance from \$8 to \$13 per week. Increase in the on-call allowance to \$10.60 Monday-Friday and \$21.10 on weekends. Increase in the SO Medical Intervention Allowance from \$465 to \$549. All allowances to then increase each January by 2.71% in 2009, 2010 and 2011.

10. Increase in the maternity payment from 9 weeks to 14 weeks (OTE) with a 12 month qualifying period for each confinement.
11. Access to long service leave after 7 years. Increase the gap in service from 1 year to 2 years before continuity of service is deemed to be broken. Extend the capacity to cash out Long Service Leave to 10 weeks and remove the requirement that cashing out occur in conjunction with the taking of LSL.
12. Provide that Category A SOs and SSOs can cash out Annual Leave with agreement between the Employer and the Employee.
13. Apply to Primary Principals the salary maintenance provisions currently applicable to Secondary Principals.
14. Due Process clause to be amended to provide that the employer should in the first instance hold discussions with employees prior to implementation of Due Process.
15. The 'default' composition of Consultative Committees is amended to provide equal numbers of employer nominees and staff nominees by reducing from 2 to 1 the number of staff nominees elected by and from the staff. A clause on genuine consultation to be added to the preamble of the Consultative Committee provisions. A provision that consideration be given for additional support for teachers of classes in P-2 above 26 and 3-12 above 28.
16. Accident Make Up Pay provisions amended to ensure that employees have access to accident make up pay from the date of their injury.
17. Provisions relating to the Australian Fair Pay and Conditions Standard regarding hours of work to be inserted into the Agreement.
18. The new Agreement will also include all other Award conditions able to be included in an Agreement by law.
19. Two existing provisions, trade union training leave and the notice period for a return to work while on parental leave period, will be set out in a Memorandum of Understanding between the parties.
20. The MOU will also contain an agreement to examine the issues surrounding students, parents and guardians who may pose a risk to staff safety or wellbeing and how this issue can be handled in schools.

# **Attachments**

**Attachment 1 Wages and Translations - Teachers**

**Attachment 1a Percentage Increases – Teachers**

**Attachment 3 Wages – Primary Principals**

**Attachment 3a Translation – Primary Principals**

**Attachment 4 Wages – School Officers**

**Attachment 4a Percentage Increases – School Officers**

**Attachment 5 Wages – School Services Officers**

**Attachment 5a Percentage Increases – School Services Officers**

**Attachment 6 Allowances**

**Attachment 7 Lump Sum (sign on) Payments**