Teachers Standards Based Pay
Frequently Asked Questions (FAQs)

Q1 What will be the first pay period (date) that I will see changes to my pay?

The pay period which ends on the 14 January 2016 will include new rates of pay.

Q2 Why will teachers see a change in their rates of pay?

Because under the Teachers Award all rates are due to increase by 2.5 per cent (%) from the first pay period after 1 January 2016.

Q3 How do I determine my current salary step?

Permanent and temporary teachers can view their annual salary on their fortnightly pay advice. Pay advices are available through Employee Self Service (ESS), accessed via the Staff Portal. You can match your annual salary on your pay advice slip to the relevant Step of the Common Incremental Salary Scale using the table below (Effective 02.01.15).

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>48,436</td>
</tr>
<tr>
<td>2</td>
<td>52,793</td>
</tr>
<tr>
<td>3</td>
<td>56,312</td>
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<tr>
<td>4</td>
<td>59,229</td>
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<td>9</td>
<td>75,317</td>
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<td>78,534</td>
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<tr>
<td>12</td>
<td>84,972</td>
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<tr>
<td>13</td>
<td>93,138</td>
</tr>
</tbody>
</table>

Teachers’ salary rates, including new rates effective from 1 January 2016 can be accessed via the intranet at Salary Rates.

Q4 I am a temporary and/or permanent teacher and I know my current salary step. How will I transition to the new structure?

The Crown Employees (Teachers and Related Employees) Salaries and Conditions Award 2014 provides a clause explaining transition. Here is the extract.

3B.12.1 A teacher on step 6 of the common incremental salary scale as at 1 January 2016 shall:

3B.12.1.1 remain on step 6 of the common incremental salary scale for one year full time;

3B.12.1.2 progress to step 7 of the common incremental salary scale for one year full time;

3B.12.1.3 progress to step 8 of the common incremental salary scale for one year full time; and

3B.12.1.4 then be paid on the standards based remuneration pay scale at the rate of Band 2.0 (Proficient).

Further increases will be in accordance with subclause 3B.10.

3B.12.2 A teacher on step 7 of the common incremental salary scale as at 1 January 2016 shall:

3B.12.2.1 remain on step 7 of the common incremental salary scale for one year full time;

3B.12.2.2 progress to step 8 of the common incremental salary scale for one year full time; and

3B.12.2.3 then be paid on the standards based remuneration pay scale at the rate of Band 2.0 (Proficient).

Further increases will be in accordance with subclause 3B.10.
**Q5** How are transition points determined?  
All current permanent and temporary teachers will continue to move along the current salary scale until they reach a transition point. Transition points will be when they reach Step 9 which equates to the new Band 2.0 salary, Step 11 the new 2.1 salary, Step 12 the new 2.2 salary and Step 13 the new 2.3 salary.

**Q6** How do I progress from Band 2.0 to 2.1, 2.2, 2.3?  
Teachers on Band 2.0 will stay at this level for the equivalent of 2 years full time. They will then progress to band 2.1. To progress to band 2.2 will require a further year of full time equivalent service. The same will apply to progression from band 2.2 to band 2.3.

**Q7** Existing teachers transition over a number of years, what does this mean?  
This means that there are several transition points. Depending on where a teacher is in the current salary scale will depend on the length of time it takes them to move to the new structure.

**Q8** How will casual teachers move to the new system?  
To see how the casual teachers will move to the new system refer to Factsheet 2 - Standards Based Pay – Casual Teachers

**Q9** Does this mean that a teacher starting employment under the new remuneration structure will get to a higher salary quicker than someone progressing under to old salary scale?  
Yes this may occur. New teachers employed after 1 January 2016 will be subject to the new standards based remuneration structure. The new structure may see a teacher reaching a higher salary during a shorter period of time, and this is because the salary structures are based on different provisions for progression.

The transition provisions were designed to ensure that no existing teacher suffered a decrease in salary as a result of the move to the standards based remuneration structure. Without access to the transition provisions, some existing employees may have suffered a salary reduction.

**Q10** What will a teacher who is due to be on Step 9 in 2016 be paid and how will they transition to the new salary scale?  
The transition of existing permanent and temporary teachers to the new system will occur over a number of years, according to the transition provisions.
A teacher on Step 9 of the current incremental salary scale as at 1 January 2016 shall:

- be paid at the rate of step 9 of the common incremental salary scale for one year full time (teachers keep their increment date during transition so the one year will be counted from the last increment date eg: 13/5/15 to 12/5/16)
- then progress to step 10 of the common incremental salary scale for one year full time; (teachers keep their increment date during transition so the one year will be counted from the last anniversary date eg: 13/5/16 to 12/5/17)
- then move to and be paid on the new standards based remuneration pay scale at the rate of Band 2.1 (Proficient).

Q11 Will a teacher who is currently on Step 7 who has proficient accreditation be paid the Band 2 rate in 2016?

No. All existing permanent and temporary teachers will move to the new salary structure via the transition provisions. This is irrespective of their accreditation status at the time. Therefore a teacher currently on Step 7 will:

- Remain on step 7 of the common incremental salary scale for one year full time; (one year starts from your last increment date)
- progress to step 8 of the common incremental salary scale for one year full time; and
- then be paid on the standards based remuneration pay scale at the rate of Band 2 (Proficient).

Q12 Are casual teachers included in the new standards based pay structure or does it only apply to permanent and temporary teachers?

All permanent, temporary and casual teachers will be subject to the new standards based remuneration structure.

Q13 If a long term temporary teacher is employed three days per week plus an additional two days per week as a casual, what is the salary rate for this teacher? What happens/ which band do they fall in?

Currently temporary and casual teachers have different salary scales. Under standards based remuneration a casual teacher will be paid either a Band 1 Salary or a Band 2 Salary depending on their level of accreditation. Existing temporary teachers will have access to the transition provisions which will determine the salary level for any temporary work.

Q14 Is the progression based on the ATSIL classroom practice continuum?

No. Progression within Band 2 ie: from 2.0 to 2.3 is not a measure of variation in competence against the standards. It is a form of incremental progression.
Q21 What if I don’t want to move to the new salary structure?
The following classifications will remain on the old salary structure in 2016:
- School Counsellors
- Home School Liaison Officers
- Aboriginal School Liaison Officers
- Educational Paraprofessionals
- NSBTS

All other classroom teachers are being moved to the new salary structure from 2016 via the transition provisions.

Q22 Which teachers get access to the transition provisions from 1 January 2016?
All teachers who were employed as a teacher prior to 1 January 2016 in any capacity. This includes employees in other DEC roles who hold substantive positions as teachers and who were employed as a teacher prior to 1 January 2016. It will not include teachers who have been out of the workforce for more than five (5) years who wish to recommence teaching in 2016.

Q23 Do I need to become a Highly Accomplished Teacher?
No. If you wish to remain as a proficient level teacher you can do this. If you seek and are successful in obtaining a higher level of accreditation at Highly Accomplished or Lead, you will be paid the higher Band 3 salary.

Q24 Is there a limit on the number of Band 3 staff DEC can have?
No.

Q25 What happens to the salaries of school executives?
School executives have their own salary structure and this is not changing with the implementation of the 2014 Award initiatives.