Standards Based Pay for Permanent and Temporary Salaries
Factsheet 1

How will this affect new teachers?
Teachers first employed or reemployed in 2016 will commence on the new system according to their level of accreditation.

Permanent and Temporary Teacher Salaries

<table>
<thead>
<tr>
<th>Band</th>
<th>Accreditation level</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 1 (2 years min)</td>
<td>(Graduate)</td>
<td>$64,008</td>
</tr>
<tr>
<td>Band 2.0 (2 years min)</td>
<td>(Proficient)</td>
<td>$77,200</td>
</tr>
<tr>
<td>Band 2.1</td>
<td>(Proficient)</td>
<td>$83,793</td>
</tr>
<tr>
<td>Band 2.2</td>
<td>(Proficient)</td>
<td>$87,096</td>
</tr>
<tr>
<td>Band 2.3</td>
<td>(Proficient)</td>
<td>$95,466</td>
</tr>
<tr>
<td>Band 3</td>
<td>(Highly Accomplished)</td>
<td>$101,614</td>
</tr>
</tbody>
</table>

Progression from Band 1 to Band 3
A teacher who commences employment with the Department after 1 January 2016 will be paid at the Band 1 (Graduate) rate:

- on commencement of their employment; and
- for a minimum of two years full time from the commencement of their employment while working towards accreditation at the Proficient level.

Following a minimum of two years full time at the Band 1 (Graduate) rate a teacher who meets the requirements of Proficient accreditation, will be paid:

- at the Band 2.0 (Proficient) rate after confirmation of the accreditation;
- at the Band 2.0 (Proficient) rate for a minimum of two years full time;
- at the Band 2.1 (Proficient) rate for one year full time;
- at the Band 2.2 (Proficient) rate for one year full time; and
- at the Band 2.3 (Proficient) rate for one year full time.

Following a minimum of one year full time at the Band 2.3 rate a teacher who meets the requirement of Highly Accomplished or Lead accreditation will be paid at the Band 3 rate after confirmation of accreditation.
How will this affect existing teachers?

Transitional provisions
These provisions retain incremental progression rules so days already worked at a certain step are counted towards any service requirements for progression.

A teacher who is already employed with the Department will be paid as follows from January 2016.

A teacher on step 5 of the common incremental salary scale as at 1 January 2016 shall:
- remain on step 5 of the common incremental salary scale for one year full time;
- progress to step 6 of the common incremental salary scale for one year full time;
- progress to step 7 of the common incremental salary scale for one year full time;
- 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 2.0 (Proficient).

Further pay increases will be in accordance with standards based pay progression.

A teacher on step 6 of the common incremental salary scale as at 1 January 2016 shall:
- remain on step 6 of the common incremental salary scale for one year full time;
- progress to step 7 of the common incremental salary scale for one year full time;
- 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 2.0 (Proficient).

Further pay increases will be in accordance with standards based pay progression.

A teacher on step 7 of the common incremental salary scale as at 1 January 2016 shall:
- remain on step 7 of the common incremental salary scale for one year full time;
- 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 2.0 (Proficient).

Further pay increases will be in accordance with standards based pay progression.

A teacher on step 8 of the common incremental salary scale as at 1 January 2016 shall:
- be paid at the rate of step 8 of the common incremental scale for one year full time;
- progress to Step 9 of the common incremental salary scale for one year full time;
- progress to Step 10 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 2.1 (Proficient).

Further increases will be in accordance with standards based pay progression.

A teacher on step 9 of the common 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;
- progress to step 10 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 2.1 (Proficient).

Further increases will be in accordance with standards based pay progression.

A teacher on step 10 of the common incremental salary scale as at 1 January 2016 shall:
- be paid at the rate of step 10 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 2.1 (Proficient).

Further increases will be in accordance with standards based pay progression.

A teacher on step 11 of the common incremental salary scale as at 1 January 2016 will be paid on the standards based remuneration pay scale at the rate of Band 2.1 (Proficient).

Further increases will be in accordance with standards based pay progression.

A teacher on step 12 of the common incremental salary scale as at 1 January 2016 will be paid on the standards based remuneration pay scale at the rate of Band 2.2 (Proficient).

Further increases will be in accordance with standards based pay progression.

A teacher on step 13 of the common incremental salary scale as at 1 January 2016 will be paid on the standards based remuneration pay scale at the rate of Band 2.3 (Proficient).

A teacher will only be eligible to move to the Band 3 (Highly Accomplished) rate subject to gaining accreditation at that level, after one year full time at the Band 2.3 (Proficient) rate.
<table>
<thead>
<tr>
<th>Current Salary Scale</th>
<th>Transition to New Salary Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 5</td>
<td></td>
</tr>
<tr>
<td>Step 6</td>
<td>Band 1 – attained Graduate accreditation (2 years min)</td>
</tr>
<tr>
<td>Step 7</td>
<td></td>
</tr>
<tr>
<td>Step 8</td>
<td></td>
</tr>
<tr>
<td>Step 9</td>
<td>Band 2.0 – attained Proficient accreditation (2 years min)</td>
</tr>
<tr>
<td>Step 10</td>
<td></td>
</tr>
<tr>
<td>Step 11</td>
<td>2.1</td>
</tr>
<tr>
<td>Step 12</td>
<td>2.2</td>
</tr>
<tr>
<td>Step 13</td>
<td>2.3</td>
</tr>
<tr>
<td></td>
<td>Band 3 – attained Highly Accomplished certification (new salary level)</td>
</tr>
</tbody>
</table>