We expect high standards from our students and under Local Schools, Local Decisions and Great Teaching, Inspired Learning we have also shown we expect the highest standards from our teachers. To reflect these expectations, we will be paying our highest achieving teachers a salary of more than $100,000 per annum.

### Current State

<table>
<thead>
<tr>
<th>Teachers’ progression up the salary scale is based on completed years of service.</th>
<th>The new standards based salary structure will pay teachers more when they achieve higher levels of professional accreditation.</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is no financial incentive for teachers to seek to demonstrate higher professional standards.</td>
<td>Teachers will get significant increases in pay when they are accredited at the Proficient Standard* and will be paid a salary in excess of $100,000 when they achieve the Highly Accomplished Standard*.</td>
</tr>
<tr>
<td>Once teachers reach the top step of the salary scale the only way that they can get higher salaries is to move into school executive roles and away from teaching and classroom roles.</td>
<td>Teachers who meet the Highly Accomplished Standard will be paid a salary in excess of $100,000 and remain in a classroom teaching role.</td>
</tr>
<tr>
<td>Current procedures for resolving classroom teacher underperformance take too long to complete (often over 25 weeks) and include onerous amounts of paperwork.</td>
<td>The new program will take ten weeks and will consist of up to five weeks support and guidance and an assessment period of up to five weeks.</td>
</tr>
</tbody>
</table>

### 2014

- New school teachers award commences.
- Improvements to management of teacher underperformance will commence July 2014.

### 2015

- Incremental pay scale continues.

### 2016

- New salary structure applies to all teachers employed or reemployed from the start of 2016.
- All teachers already employed by the Department will be transitioned to the new structure.

* Information about the Australian Professional Standards for Teachers can be found at http://www.teacherstandards.aitsl.edu.au/OrganisationStandards/Organisation
Why has this change come about?

The research undertaken to develop the Local Schools, Local Decisions and Great Teaching, Inspired Learning reforms indicated that the profession needed a better pay scale for teachers that would recognise and reward those teachers who achieve higher levels of professional accreditation.

When will these reforms commence?

The new salaries system will commence from the beginning of 2016.

How will this change affect my pay as a teacher with the Department?

Under the new system teachers can access higher levels of remuneration faster than under the current system. If a teacher gains accreditation at the Highly Accomplished Standard they will be paid more than $100,000 a year while continuing as a classroom teacher.

Will there be quotas on the number of teachers who can seek accreditation at the Highly Accomplished Standard?

No.

How will this affect current teachers?

Current teachers will be transitioned into the new system over a number of years.

How will this affect new teachers?

Teachers first employed or reemployed in 2016 will commence on the new system.

Why are the changes being made to the Teacher Improvement Program?

Amendments are being made to the Teacher Improvement Program to streamline the procedures and because the old processes took too long, were too bureaucratic and unfairly burdened the teacher concerned, their students and the principal.

When will the amended Teacher Improvement Program commence operation?

The Program will commence in July at the start of Term 3, 2014.

What will be the effect of this change on classroom teachers?

These changes will have no impact at all on the majority of classroom teachers who are not experiencing difficulties with their performance or who are not underperforming. Where underperformance is identified it can be dealt with fairly and expeditiously to minimise the impact on students, the school and the individual teacher.

What changes will be made to the Executive Improvement Program and the Principal Improvement Program?

Consistent with changes to the process for classroom teachers, similar changes will be made to the executive and principal improvement programs.

What will be the effect of this change on temporary teachers?

A separate process will be developed in 2014 to deal with a temporary teacher who is underperforming as a teacher.

Will a teacher who is dismissed for underperformance retain a right of appeal to the NSW Industrial Relations Commission?

Yes. Consistent with the Public Sector employment conditions, if the teacher believes the termination to be harsh, unjust or unfair they can appeal to the NSW Industrial Relations Commission and seek reinstatement.