

## Summary of key benefits of Federation University Australia TAFE Teaching Staff 2019 Agreement

Clause	N = new A = amendment or addition	Change or addition
9 – Consultation over major changes and changes to rosters	A	Updated to include: <ul style="list-style-type: none"> <li>examples of major change</li> <li>reference to changes to rosters</li> </ul> Inclusion of timeframes applicable to change process.
10 – Dispute resolution	A	Updated committee reference Expanded internal process for dispute resolution Inclusion of workload dispute process
11 – Types of employment	A	Reference to reasonable additional hours. Expansion of part time provisions, including roster for minimum three consecutive hours.
12 – Modes of employment	A	Updated to provide circumstances where fixed term and casual employment may be considered.
13 – Conversion	A	Commitment to review casual and fixed term employees annually. Maximum hours for a casual employee reduced from 720 to 480 per year. 480 hour maximum may be extended by UCC approval. Conversion clause updated to include no obligation on employee to convert from casual employment.
18 – Rates of pay	A	Significant pay increases – refer to Schedule 1 for specific pay rates
20 – Incremental progression	A	Inclusion of AQF6 qualification for progression to maximum salary classification.
21 – Superannuation	A	Inclusion of voluntary employee contribution clause Inclusion of nomination of superannuation funds
22 – Salary packaging	N	Provides that staff may salary sacrifice in certain situations to obtain certain approved benefits to meet their individual needs
23 – Higher duties	A	Updated to include continuation of higher duties after leave, excluding long service leave.
24 – Leave and make-up pay to incapacitated employees	A	Updated legislation references. Requirement for employee to repay University if compensation is received for a period in which make up payments have been made.
27 – Ordinary weekly hours of work	A	Updated to include minimum 10 hour break
28 – Span of hours	A	Updated to broaden ordinary hours. Introduction of unsociable hours between 6:00am – 7:00am and 8:00pm – 10:00pm Monday to Friday and 9:00am – 5:00pm Saturday.
29 – Overtime	A	Updated to provide definition of overtime.
31 – Attendance	A	Updated provision allows University to be able to request an employee to attend their work location for up to 5 days per year for professional development, or to assist the University with compliance duties.

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32 – Allocation of duties and associated hours	A	Provides clarity of break-up of hours of duty for teaching and teaching related duties.
33 – Excess teaching duty hours	A	Provides details of when excess teaching occurs and rates of pay applicable to excess teaching hours.
34 – Annual leave	A	Provides for circumstances where an employee may be directed to use excessive leave accruals.
35 – Annual leave loading	A	Clarifies period of leave loading to be paid for calendar year 1 December to 30 November.
36 – Personal Leave	A	Medical certificate/statutory declaration not required for up to six aggregate working days off in excess of three consecutive working days. Flexibility to work additional hours to take child or elderly parent to a medical appointment of less than three hours without the requirement to utilise personal leave. Where an employee is absent for a period of beyond six weeks, the employee shall not return to work until approved to do so by a medical practitioner appointed by the University.
38 – Parental Leave	A	Updated title. Additional unpaid partner leave to enable access to Australian Government's Dad and Partner Pay. Foster parents are entitled to access leave on full or half pay.
39 – Long Service Leave	A	Access to pro rata long service leave after 7 years rather than 10 years. Capacity to give six months' notice of requirement to reduce excess LSL down to 13 weeks.
41 – Court attendance	A	Updated to include repayment to University where court provides payment to the employee.
42 – Family violence leave	N	Provides for a paid leave entitlement for employees experiencing domestic violence of up to 20 days per calendar year.
43 – Defence reserve service leave	A	Increased leave entitlement to 28 days in a year. Leave may accumulate over two years. Inclusion of top up pay provision.
44 – Cultural and ceremonial leave	A	Provision of paid leave entitlement. Expansion to include religious days of observance.
47 – Public holidays and Christmas/new year closedown	A	Clarification that substituted days listed in the clause are agreed by way of adoption of the clause. Inclusion of reference to Cup Day and Ekka Day. Clarification of entitlement to payment for public holidays.
48 – Redundancy process and entitlements	A	Clarification of entitlement to provisions of clause. Updated consultation requirements. Inclusion of redundancy pay provisions.
50 – Inductions and information	N	Provides for union material and web links to be provided in the University's online induction process.
51 – Leave to attend Trade Union Council meetings	N	Provides for employees elected by AEU as Councillors to attend AEU council meetings.

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52 – Electronic communications	N	Provides for AEU representatives to communicate with employees using University electronic communication systems.
53 – AEU representatives' time allowance	N	Provides time allowance for AEU representatives to be deducted from their teaching duties.
54 – Individual flexibility term	N	Provides for an employee to make application for an individual flexibility arrangement to vary their conditions of employment.
Schedule 1 – Rates of pay including casual rates	A	Provides details of annual salaries payable to TAFE teaching staff.
Schedule 2 – Classification descriptors	A	Updated classification structure and descriptors.
Schedule 3 – Qualification requirements and commencing salary	A	Provides Educational Qualifications applicable to classifications.
Schedule 4 – Approved qualifications	N	Provides approved teacher qualification requirements for: <ul style="list-style-type: none"> <li>• entitlement for a TAFE teacher to commence;</li> <li>• identification of appropriate level on incremental salary scale;</li> <li>• for progression along that salary scale; and</li> <li>• appointment to Education Manager classification.</li> </ul>
Schedule 5	A	Updated definitions.

## Schedule 1 – Rates of Pay

	Current	New Structure	5.4% 09-Dec -18	2.7% 01-May-19	2.7% 01-Nov-19	2.7% 01-May-20	2.7% 01-Nov-20	2.7% 01-May-21	2.7% 01-Nov-21
		EM3	\$101,671	\$104,416	\$107,236	\$110,131	\$113,104	\$116,158	\$119,294
<b>SE3</b>	\$93,689	EM2	\$98,748	\$101,414	\$104,153	\$106,965	\$109,853	\$112,819	\$115,865
<b>SE2</b>	\$90,998	EM1	\$95,912	\$98,502	\$101,161	\$103,892	\$106,697	\$109,578	\$112,537
<b>SE1*</b>	\$88,305		\$93,073	\$95,586	\$98,167	\$100,818	\$103,540	\$106,335	\$109,207
		L3.4(AQF6+)	\$93,073	\$95,586	\$98,167	\$100,818	\$103,540	\$106,335	\$109,207
<b>T5</b>	\$85,613	L3.3(AQF6+)	\$90,236	\$92,672	\$95,175	\$97,744	\$100,383	\$103,094	\$105,877
		L3.2(AQF6+)	\$86,889	\$89,235	\$91,644	\$94,119	\$96,660	\$99,270	\$101,950
<b>T4.2</b>	\$79,262	L3.1(AQF6+)	\$83,542	\$85,798	\$88,114	\$90,493	\$92,937	\$95,446	\$98,023
<b>T4.1</b>	\$74,488	L2.3 (AQF5)	\$78,510	\$80,630	\$82,807	\$85,043	\$87,339	\$89,697	\$92,119
<b>T3.2</b>	\$72,573	L2.2 (AQF5)	\$76,492	\$78,557	\$80,678	\$82,857	\$85,094	\$87,391	\$89,751
<b>T3.1</b>	\$67,518	L2.1 (AQF5)	\$71,164	\$73,085	\$75,059	\$77,085	\$79,167	\$81,304	\$83,499
<b>T2.2</b>	\$66,138	L1.2 (AQF4)	\$69,709	\$71,592	\$73,525	\$75,510	\$77,549	\$79,642	\$81,793
<b>T2.1</b>	\$62,282	L1.1 (AQF4)	\$65,645	\$67,418	\$69,238	\$71,107	\$73,027	\$74,999	\$77,024
<b>T1.2</b>	\$57,407								
<b>T1.1</b>	\$53,431								

- Rates of pay effective from the first full pay period on or after the date specified

## Casual rates

Casual Employees will be paid at the applicable hourly rate as set out below (the casual teaching duty hour rate is inclusive of preparation, planning, curriculum development and assessment that directly relates to the teaching duty hour worked by the Employee).

For example:

Existing Classification	Current Rates	New Classification	09-Dec-2018	May-19	Nov-19	May-20	Nov-20	May-21	Nov-21
<b>Teaching</b>			5.4%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%
		Level 3 (AQF6)	\$74.02	\$76.02	\$78.08	\$80.18	\$82.35	\$84.57	\$86.86
Diploma Qualified	\$67.57	Level 2 (AQF5)	\$71.22	\$73.14	\$75.12	\$77.14	\$79.23	\$81.37	\$83.56
Cert IV Qualified	\$65.01	Level 1 (AQF4)	\$68.52	\$70.37	\$72.27	\$74.22	\$76.23	\$78.28	\$80.40
<b>Non-teaching</b>									
		Level 3 (AQF6)	\$50.29	\$51.65	\$53.04	\$54.48	\$55.95	\$57.46	\$59.01
Diploma Qualified	\$45.92	Level 2 (AQF5)	\$48.40	\$49.71	\$51.05	\$52.43	\$53.84	\$55.30	\$56.79
Cert IV Qualified	\$44.19	Level 1 (AQF4)	\$46.58	\$47.83	\$49.13	\$50.45	\$51.81	\$53.21	\$54.65