

Dear Associate to Vice President Hatcher,

**AM2018/9—Application by the Independent Education Union of Australia**

We refer and respond to the IEU’s email dated 23 August 2021 timed at 4:57pm. In doing so, we also refer to materials filed by AFEI with the Commission on 21 and 22 August 2021, namely the document titled ‘AFEI proposed variations to clause 14 of the IEU/ACA Consent Draft’ (‘AFEI amended clause 14’).

The IEU uses the example of a 4-year qualified teacher with a commencement date of 1 July 2018. The IEU state “this teacher would, as at 1 July 2022, have achieved four completed years of teaching experience and two years (assuming normal progression) of experience post-proficient accreditation and be classified as a Level 7 under the current scale, a level 2 under the IEU/ACA and AFEI scales” (emphasis added).

The IEU produces an example of how the above teacher would transition and progress at Table 1:

Financial Year	Current Grade	Current Salary	IEU Grade	IEU Salary
22-23	7	\$64,180	2	\$66,712
23-24	8	\$66,212	3	\$72,625
24-25	9	\$70,279	3	\$72,825 <sup>1</sup>

AFEI concur with the above table by virtue of clause 14.4(d) of AFEI amended clause 14, which provides:

“For employees who transition pursuant to clause 14.4(b), where a teacher has gained proficiency within two years, all service will be at a proficient level from the date that they gained proficiency”

This is exactly as one would progress under the AFEI proposal. This aligns with the classification and criteria structure determined by the Commission and acknowledged by the AFEI.

Accordingly, the IEU’s representation of AFEI’s position in their Tables 1-4 is not correct.

**Australian Federation of Employers and Industries**

24 August 2021

<sup>1</sup> We assume this rate is a typographical error. A level 3 on the new structure is \$72,625.