



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

EDUCATIONAL SERVICES (TEACHERS) AWARD 2020
[MA000077]

Educational services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

| Classification | Criteria | Minimum weekly rate - preschools and schools (full time employee) | Minimum annual salary - preschools and schools (full time employee) | Minimum weekly rate - long day care centres (full time employee) | Minimum annual rate - long day care centres (full time employee) |
|-----------------------|---|--|--|---|---|
| | | \$ | \$ | \$ | \$ |
| Level 1 | Graduate teacher and all other teachers (as defined) including those holding provisional or conditional accreditation/registrat | 1223.50 | 63,842 | 1272.40 | 66,396 |

| Classification | Criteria | Minimum weekly rate - preschools and schools (full time employee) | Minimum annual salary - preschools and schools (full time employee) | Minimum weekly rate - long day care centres (full time employee) | Minimum annual rate - long day care centres (full time employee) |
|-----------------------|--|--|--|---|---|
| | | \$ | \$ | \$ | \$ |
| | ion | | | | |
| Level 2 | Teacher with proficient accreditation/registration or equivalent | 1337.30 | 69,781 | 1390.80 | 72,572 |
| Level 3 | Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 2 | 1455.80 | 75,966 | 1514.10 | 79,005 |
| Level 4 | Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 3 | 1574.40 | 82,152 | 1637.40 | 85,438 |
| Level 5 | Teacher with Highly Accomplished/Lead Teacher accreditation /registration or equivalent | 1692.90 | 88,337 | 1760.60 | 91,870 |

2. By deleting the table appearing in clause 19.2(b) and inserting the following:

| Level | Number of places | \$ per annum |
|--------------|-------------------------|---------------------|
| 1 | Up to 39 places | 7341.83 |
| 2 | 40–59 places | 9097.49 |
| 3 | 60 or more places | 11,044.67 |

3. By deleting the table appearing in clause 19.3(g)(i) and inserting the following:

| Category | \$ per annum | | |
|----------|--------------|---------|---------|
| | A | B | C |
| Level 1 | 5107.36 | 4468.94 | 4022.05 |
| Level 2 | 3511.31 | 3032.50 | 2553.68 |
| Level 3 | 1755.66 | 1500.29 | 1021.47 |

4. By deleting the amount "\$3845.14" appearing in clause 19.4(c) and inserting "\$4022.05".

5. By deleting the table appearing in clause B.1.1 and inserting the following:

| | All employees (excluding Schedule A) | Teachers employed in early childhood services operating for at least 48 weeks per year (Schedule A) | | | | | |
|----------------------|--------------------------------------|---|----------------------------------|------------------------------|-------------------------------------|-----------------------------------|----------|
| | | Full day rate | Early morning shift ² | Afternoon shift ³ | Night shift (rotating) ⁴ | Night (non-rotating) ⁵ | Saturday |
| | | % of casual full day rate ⁶ | | | | | |
| | | 100% | 110% | 115% | 117.5% | 130% | 125% |
| | | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 305.88 | 318.10 | 349.91 | 365.82 | 373.77 | 413.53 | 397.63 |
| Level 2 | 334.33 | 347.70 | 382.47 | 399.86 | 408.55 | 452.01 | 434.63 |
| Level 3 ¹ | 363.95 | 378.53 | 416.38 | 435.31 | 444.77 | 492.09 | 473.16 |
| Level 4 | 393.60 | 409.35 | 450.29 | 470.75 | 480.99 | 532.16 | 511.69 |
| Level 5 | 423.23 | 440.15 | 484.17 | 506.17 | 517.18 | 572.20 | 550.19 |

6. By deleting the table appearing in clause B.1.2 and inserting the following:

| | All employees (excluding Schedule A) |
|----------------------|--------------------------------------|
| All employees | Half day rate |
| | \$ |
| Level 1 | 152.94 |
| Level 2 | 167.16 |
| Level 3 ¹ | 181.98 |
| Level 4 | 196.80 |

| | |
|----------------------|---|
| | All employees (excluding Schedule A) |
| All employees | Half day rate |
| | \$ |
| Level 5 | 211.61 |

7. By deleting the table appearing in clause B.1.3 and inserting the following:

| Level | 2-hour rate | 4-hour rate |
|----------------------|--------------------|--------------------|
| | \$ | \$ |
| Level 1 | 80.50 | 161.00 |
| Level 2 | 87.98 | 175.96 |
| Level 3 ¹ | 95.78 | 191.56 |
| Level 4 | 103.58 | 207.16 |
| Level 5 | 111.38 | 222.76 |

8. By deleting the table appearing in clause B.1.4 and inserting the following:

| Level | 2-hour rate | 4-hour rate | Overtime - first 3 hours | Overtime - after 3 hours |
|----------------------|---------------------------------|--------------------|---------------------------------|---------------------------------|
| | % of minimum hourly rate | | | |
| | 100% | 100% | 150% | 200% |
| | \$ | \$ | \$ | \$ |
| Level 1 | 83.72 | 167.44 | 62.79 | 83.72 |
| Level 2 | 91.50 | 183.00 | 68.63 | 91.50 |
| Level 3 ¹ | 99.62 | 199.24 | 74.72 | 99.62 |
| Level 4 | 107.72 | 215.44 | 80.79 | 107.72 |
| Level 5 | 115.82 | 231.64 | 86.87 | 115.82 |

9. By deleting the amount “\$61,034” appearing in clause C.1.1 and inserting “\$63,842”.

10. By deleting the table appearing in clause C.1.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|------------------------------|---------------|---------------------------|-----------|----------------|
| Director's allowance: | 19.2(b) | | | |
| Level 1 | | 11.5 | 7341.83 | per annum |

| Allowance | Clause | % of standard rate | \$ | Payable |
|------------------------------|---------------|---------------------------|-----------|----------------|
| Level 2 | | 14.25 | 9097.49 | per annum |
| Level 3 | | 17.3 | 11,044.67 | per annum |
| Leadership allowance: | 19.3(g)(i) | | | |
| Level 1A | | 8.0 | 5107.36 | per annum |
| Level 1B | | 7.0 | 4468.94 | per annum |
| Level 1C | | 6.3 | 4022.05 | per annum |
| Level 2A | | 5.5 | 3511.31 | per annum |
| Level 2B | | 4.75 | 3032.50 | per annum |
| Level 2C | | 4.0 | 2553.68 | per annum |
| Level 3A | | 2.75 | 1755.66 | per annum |
| Level 3B | | 2.35 | 1500.29 | per annum |
| Level 3C | | 1.6 | 1021.47 | per annum |
| Educational leader allowance | 19.4(c) | 6.3 | 4022.05 | per annum |

B. This determination comes into operation on 1 July 2022. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2022.

PRESIDENT