

Standards Based Remuneration Resolution of Transition Issues

From July 2020 a process to move all teachers, Aboriginal Student Liaison Officers, Home School Liaison Officers, Education Officers and School Counsellors to standards based remuneration will commence.

Overview

As part of the settlement for the Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2020 (the "Award") an agreement was reached to end the transition process from the common incremental salary scale (CIS) to SBR and to rectify some structural anomalies. The anomalies arose as a result of pre-2016 teachers progressing to SBR via the transition provisions in comparison to those post-2016 teachers commencing directly on SBR. The Department will implement a process to end transition and to rectify the anomalies commencing in July 2020. The process will involve a number of steps which are outlined below.

Step 1 - Classification Adjustment

An adjustment to the classification of pre 2016 eligible teachers will occur as follows to rectify the anomalies resulting from the transition provisions from CIS to SBR.

Effective from the first full pay period on or after 1 July 2020 (10 July 2020), the Department will adjust the classification for eligible teachers (including Home School Liaison Officers, Aboriginal Student Liaison Officers, Education Officers and School Counsellors) to Band 2.1. An eligible teacher is a teacher who was employed prior to 2016 and:

- Is classified at Band 2.0 on 1 January 2020; or
- Progresses to Band 2.1 during the period 1 January 2020 to 9 July 2020; or
- Transitions from step 8 of the common incremental salary scale to Band 2.0 during the period 1 January 2020 to 9 July 2020; or

- Is on step 9 of the CIS as at 9 July 2020.

Step 2 - Increment Reset

The Department will adjust the increment count for these teachers as at 10 July 2020 to the number of school days between day 1, term 1 2020 and 9 July 2020. This will have the same effect as if this group of employees had incremented to Band 2.1 from 28 January 2020.

Step 3 - Moving all Remaining Teachers to SBR

After completing the actions identified at steps 1 and 2 above, effective from 10 July 2020, the Department will move all teachers (including Home School Liaison Officers, Aboriginal Student Liaison Officers, Education Officers and School Counsellors) who remain on the CIS to SBR in accordance with the table below. Teachers in this cohort who transition to Band 2.0 will not be able to increment any further until they have gained accreditation at proficient.

Current Common Incremental Salary Scale Step	Standard Based Remuneration Level	Increment Counter
Step 5	Band 2.0	Reset to zero
Step 6	Band 2.0	Reset to zero
Step 7	Band 2.0	Reset to zero
Step 8 (no increment prior to 1 July 2020)	Band 2.0	Reset to zero
Step 10	Band 2.1	Reset to zero
Step 11	Band 2.2	Reset to zero
Step 12	Band 2.3	Reset to zero
Step 13	Band 2.3	Balance retained

Due to the change in classification for this group, the increment count will be set to zero from 10 July 2020,

except for those teachers who move from Step 13 to Band 2.3. Balances will be retained for this group for the purpose of meeting the 12 month service requirement should a teacher seek to progress to Band 3.0.

Step 4 - Further classification adjustment

The classification of teachers identified at steps 1 and 2 above will be progressed from Band 2.1 to Band 2.2 subject to completion of 198 (Western division) or 203 (Eastern division) days of service. This is subject to the teacher holding accreditation at proficient.

Frequently Asked Questions

- 1) I am currently a teacher paid at step 7 of the CIS. What classification will I be from July 2020?

Teachers at step 7 of the CIS will move to Band 2.0 from 10 July 2020. Your increment count will be set to zero.

- 2) I am currently a temporary teacher paid at step 7 and I also work as casual teacher. What will happen to my casual rate of pay?

Teachers who move from the CIS to Band 2.0 will also have their casual rate of pay moved to Band 2.0 from 10 July 2020. This means that all service commencing from 10 July 2020 will be combined for the purpose of incremental progression.

- 3) Why are only some pre-2016 teachers moving to Band 2.1 and not others?

The anomalies between salaries on the CIS in comparison to salaries on SBR impacted these teachers during the period 2016-2020. All other pre-2016 teachers who are still on the CIS will be on a higher classification when moved to SBR.

- 4) Does this change mean that my classification and pay rate will be changed retrospectively back to 2016?

No. All changes will apply prospectively from 10 July 2020 onwards.

- 5) Do the changes apply to both full time and part time pre-2016 teachers?

Yes

- 6) What happens if I get moved to Band 2.0 from the CIS but I don't yet hold proficient accreditation?

You will remain on Band 2.0 and will not increment within Band 2 until such time as you have the service requirement and proficient accreditation with NESAs.

For more information contact

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