

SALARY SCHEDULES

December 2016 & January 2017

INDEX

Teachers	1
Promotional Positions	3
Principals	4
Deputy Principals	5
Heads of Primary/Middle/Secondary	7
Assistant Principals	8
Teachers' Aides/Assistants	9
Child Care (Long Day Care)	11
Out of School Hours Care	12
School Employees	13
Administrative and Technical Officers	15
Boarding House Supervisors	17
Nurses	18
Social Workers	19
Psychologists	20
Location Allowances	21

SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2016**

The minimum annual rate of salary payable to teachers engaged in the undermentioned classifications shall be as below:

Salary Level	Annual Salary (\$)	Fortnightly Amount (\$)
Step 1	63,758	2,444.71
Step 2	70,313	2,696.05
Step 3	73,090	2,802.53
Step 4	78,104	2,994.79
Step 5	83,077	3,185.47
Step 6	89,169	3,419.06
Step 7	94,948	3,640.64
Step 8	97,053	3,721.36
Step 9	99,163	3,802.26
Step 10	103,048	3,951.23

Rates of salary incorporate annual leave loading

STIPEND FOR RELIGIOUS

6-Dec-16

Stipend for Religious including retirement support provision \$54,533

Classification Code 02027

These guidelines are to be read in conjunction with the Teachers Enterprise Bargaining Agreement

Persons holding a Limited Authority to Teach shall be placed on step 1 with no further incremental progression.

Classification code 01000

- (2) Less than three year trained teachers shall commence at step 1 and progress to step 8 by annual increments and then by biennial increments to the top of the salary scale

Classification code 01002

- (3) Three year trained teachers shall commence at step 1 and progress to the top of the salary scale by annual increments

Classification code 01003

- (4) Four year trained teachers shall commence at step 2 and progress to the top of the salary scale by annual increments.

Classification code 01004

Relief Teachers

Relief teachers employed for five consecutive working days or less shall be paid the following daily rate:

	<i>Code</i>	Full day	Half day
Casual relief teachers	1600	\$445.84	\$222.92

Relief teachers employed for more than five consecutive working days shall be paid for the period at the rate of salary appropriate to their qualifications and experience on a weekly basis of annual salary divided by forty or a daily basis of annual salary divided by two hundred.

Timesheet code 1601

Senior Teacher Allowance

	<i>Code</i>	Amount
Senior Teacher (Catholic School)	2004S	\$5,217

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2016**

SECONDARY SCHOOLS PROMOTIONAL POSITION ALLOWANCES

Promotion Position	Category 1 (>1000 students)		Category 2 (601 - 1000 students)		Category 3 (300 - 600 students)		Category 4 (<300 students)	
	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)
Level 1	2017	14,540	2005	13,881	2009	11,726	2013	9,380
Level 2	2018	10,176	2006	9,716	2010	8,208	2014	6,564
Level 3	2019	7,267	2007	6,939	2011	5,861	2015	4,688
Level 4	2020	4,362	2008	4,164	2012	3,518	2016	2,813

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolment	SRAs	Total
<100	1 x 2,759	\$2,759
100 - 300	2 x 2,759	\$5,518
301+	3 x 2,759	\$8,277

Classification code 2508 for full allowance

Classification code 2507 for part allowance - amount to be supplied by school each year

PRIMARY AND SECONDARY SCHOOLS EXEMPLARY TEACHER ALLOWANCE

Exemplary Teacher (Catholic School) 1	2004L	\$4,622
Exemplary Teacher (Catholic School) 2	2004A	\$6,887

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION:

From 6 December 2016

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	142,316
Category 2	150 - 299	02032	149,603
Category 3	300 - 449	02033	156,889
Category 4	450 - 599	02034	164,174
Category 5	600 - 749	02035	171,460
Category 6	750 - 999	02036	188,219
Category 7	1000 - 1249	02037	195,503
Category 8	1250 - 1499	02038	202,789
Category 9	1500+	02039	210,076

BOARDING

Up to 120 boarders	2506B	18,126
121 - 170 boarders	2506C	21,148
171 plus boarders	2506D	24,170

SCHOOL CAR DEDUCTION

\$168.97 per fortnight
from 6 December 2016

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2016**

Deputy Principals - pre 1 January 2012 conditions

88% of the Principal at the school's base salary.

ENROLMENT

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02131	125,238
Category 2	150 - 299	02132	131,651
Category 3	300 - 449	02133	138,062
Category 4	450 - 599	02134	144,473
Category 5	600 - 749	02135	150,885
Category 6	750 - 999	02136	165,633
Category 7	1000 - 1249	02137	172,043
Category 8	1250 - 1499	02138	178,454
Category 9	1500+	02139	184,867

Deputy Principals - post 1 January 2012 conditions - From 06 December 2016

	Enrolment	<i>Classification Code</i>	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	118,482
			Level 4	121,886
			Level 5	125,292
			Level 6	128,696
Category 2	150 - 299	02142	Level 3	120,667
			Level 4	124,801
			Level 5	128,936
			Level 6	133,068
Category 3	300 - 449	02143	Level 3	122,852
			Level 4	127,715
			Level 5	132,578
			Level 6	137,438
Category 4	450 - 599	02144	Level 3	125,038
			Level 4	130,629
			Level 5	136,219
			Level 6	141,811
Category 5	600 - 749	02145	Level 3	127,225
			Level 4	133,544
			Level 5	139,863
			Level 6	146,181
Category 6	750 - 999	02146	Level 3	132,252
			Level 4	140,247
			Level 5	148,242
			Level 6	156,238
Category 7	1000 - 1249	02147	Level 3	134,438
			Level 4	143,162
			Level 5	151,886
			Level 6	160,608
Category 8	1250 - 1499	02148	Level 3	136,623
			Level 4	146,075
			Level 5	155,528
			Level 6	164,981
Category 9	1500+	02149	Level 3	138,810
			Level 4	148,990
			Level 5	159,172
			Level 6	169,352

Level 3 Min level for Assistant DP in a secondary school
 Level 4 Max level for Assistant DP in a secondary school
 Level 5 Min level for DP in a secondary school
 Level 6 Max level for DP in a secondary school

SALARY SCHEDULE HEADS OF PRIMARY/MIDDLE/SECONDARY

DATE OF OPERATION: **From 6 December 2016**

Head of Primary / Head of Middle / Head of Secondary

88% of the base salary based on an equivalent enrolment size stand alone primary or secondary school Principal's salary. The enrolment numbers to be used are for the applicable portion of the school only. Eg enrolment numbers for the primary portion of the school or for the secondary portion of the school.

ENROLMENT FOR RELEVANT PORTION OF SCHOOL

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02231	125,238
Category 2	150 - 299	02232	131,651
Category 3	300 - 449	02233	138,062
Category 4	450 - 599	02234	144,473
Category 5	600 - 749	02235	150,885
Category 6	750 - 999	02236	165,633
Category 7	1000 - 1249	02237	172,043
Category 8	1250 - 1499	02238	178,454
Category 9	1500+	02239	184,867

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2016**

80% of the Principal at the school's base salary

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	113,853
Category 2	150 - 299	02332	119,682
Category 3	300 - 449	02333	125,511
Category 4	450 - 599	02334	131,339
Category 5	600 - 749	02335	137,168
Category 6	750 - 999	02336	150,575
Category 7	1000 - 1249	02337	156,402
Category 8	1250 - 1499	02338	162,231
Category 9	1500+	02339	168,061

ASSISTANT PRINCIPALS EMPLOYED UNDER THE TEACHERS ENTERPRISE BARGAINING AGREEMENT (See Agreement for full name)

DATE OF OPERATION: **From 6 December 2016**

ANNUAL ALLOWANCE

Promotion Position	School Enrolment (School 100 - 300)		School Enrolment (School > 300)	
	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)
One AP	2000A	14,737	N/A	N/A
Two APs	2000B	7,071	2000C	14,737
Three APs	N/A	N/A	2000D	9,822

SALARY SCHEDULE TEACHERS' AIDES & TEACHING ASSISTANTS

DATE OF OPERATION: **From 1 January 2017**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Teacher Assistants - General unqualified	Step 1	41,398
	Step 2	42,815
	Step 3	44,962
<i>Classification code 03231</i>		
Teacher Assistants - General qualified	Step 1	47,089
	Step 2	48,587
<i>Classification code 03232</i>		
Teacher Assistants - Special Learning Needs unqualified	Step 1	49,843
	Step 2	51,140
<i>Classification code 03233</i>		
Teacher Assistants - Special Learning Needs qualified	Step 1	52,516
	Step 2	55,696
<i>Classification code 03234</i>		
Aboriginal Teacher Assistants - unqualified	Step 1	49,843
	Step 2	51,140
<i>Classification code 03235</i>		
Aboriginal Teacher Assistants - qualified	Step 1	52,516
	Step 2	55,696
<i>Classification code 03236</i>		
Community Teachers in designated Kimberley Schools	Step 1	53,711
	Step 2	56,811
<i>Classification code 03237</i>		

Rates of salary incorporate annual leave loading

SALARY SCHEDULE CHILD CARE (LONG DAY CARE)

DATE OF OPERATION: **From 1 January 2017**

Child Care (Long Day Care)

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Unqualified		
Level 1	Step 1	44,354
<i>Classification code 12101</i>	Step 2	44,852
Cert III or IV qualified		
Level 2	Step 1	48,996
<i>Classification code 12102</i>	Step 2	50,369
Diploma Qualified		
Level 3	Step 1	53,661
<i>Classification code 12103</i>	Step 2	54,418
Assistant Director - Diploma Qualified		
Level 4	Step 1	56,715
<i>Classification code 12104</i>	Step 2	56,905
Director - Degree or Diploma Qualified		
Level 5	Step 1	67,395
<i>Classification code 12105</i>	Step 2	67,988
	Step 3	68,746

Pre-School Teachers - See the Salary Schedule for Teachers page 1

Rates of salary incorporate annual leave loading

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 3 hours. See Agreement for full conditions.

SALARY SCHEDULE OUT OF SCHOOL HOURS EMPLOYEES

DATE OF OPERATION: From 1 January 2017

Out of School Hours Employees

	Year of Experience	Annual Rate (\$)
Out of School Hours	Year 1	44,283
Employees	Year 2	47,954
<i>Classification code 12201</i>	Year 3	50,132
	Year 4	52,382
	Year 5	54,584

An Out of School Hours employee left in charge of children for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

Rates of salary incorporate annual leave loading

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SCHOOL EMPLOYEES

DATE OF OPERATION: **From 1 January 2017**

The minimum rates of salary payable to employees shall be:

Gardeners and Cleaners Wages

Classification	<i>Code</i>	Annual Rate (\$)
Cleaner	<i>04040</i>	46,035
Groundsperson	<i>04043</i>	46,864
Groundsperson /Handyperson Grade 1	<i>04044</i>	47,789
Groundsperson /Handyperson Grade 2	<i>04045</i>	48,688
Senior Groundsperson / Handyperson	<i>04046</i>	50,536
Head Groundsperson	<i>04047</i>	59,627

Domestic Employees

Level 2: Kitchen Attendant, Canteen Assistant House Attendant, Dining Attendant, Sewing Attendant, Laundry Attendant	<i>04041</i>	45,491
--	--------------	--------

Level 3: Cooks (Other)	<i>04042</i>	45,965
----------------------------------	--------------	--------

Level 5: First Cook Grade 1 or Cook working alone	<i>04048</i>	47,789
Sewing Supervisor	<i>04051</i>	47,789

Rates of salary incorporate annual leave loading

Level 6:

First Cook, Grade 2 *Code 04049* 48,688

Level 7:

Tradesperson Cook *Code 04050* 50,536

Rates of salary incorporate annual leave loading

Juniors: Percentage of Appropriate Adult Rate

Under 16 years of age	60%
16 to 17 years of age	70%
17 to 18 years of age	80%

General Conditions:

(1) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$22.35 per week in addition to the rates prescribed herein.

(2) For all work done on any day after a break referred to in subclause (3) of Clause 46. - Hours of the Agreement , the employee shall be paid an allowance of \$1.40 per hour for each such hour worked. *Code 2035*

(3) Accreditation Allowance \$500 per annum *Code 2004M*

(4) Bus Allowance \$16.08 per round trip *Code 2039*

(5) A casual employee shall be paid 20 % in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

SALARY SCHEDULE ADMINISTRATIVE & TECHNICAL OFFICERS

DATE OF OPERATION: **From 13 June 2016**

The minimum salary payable to employees shall be:

Salary Level	Category A 48 weeks work Annual Rate (\$)		Category B 44 weeks work Annual Rate (\$)		Category C 40 weeks work Annual Rate (\$)
LEVEL 1	<i>Class code 08090</i>		<i>Step</i>		
	44,861	1	42,315	1	38,876
	45,411	2	42,835	2	39,352
	45,935	3	43,328	3	39,804
	46,457	4	43,823	4	40,258
	47,006	5	44,338	5	40,733
	47,556	6	44,858	6	41,211
LEVEL 2	<i>Class code 08091</i>				
	49,153	1	46,362	1	42,592
	50,252	2	47,399	2	43,546
	51,296	3	48,386	3	44,452
	52,397	4	49,422	4	45,404
	53,468	5	50,435	5	46,335
	54,542	6	51,445	6	47,263
LEVEL 3	<i>Class code 08092</i>				
	56,688	1	53,468	1	49,122
	57,994	2	54,705	2	50,256
	59,282	3	55,917	3	51,371
	60,557	4	57,120	4	52,476
	61,865	5	58,353	5	53,611
	63,147	6	59,563	6	54,722
LEVEL 4	<i>Class code 08093</i>				
	59,929	1	56,529	1	51,932
	62,074	2	58,552	2	53,791
	64,219	3	60,576	3	55,650
	66,390	4	62,623	4	57,532
	68,534	5	64,646	5	59,391
	70,680	6	66,671	6	61,249
LEVEL 5	<i>Class code 08094</i>				
	72,459	1	68,349	1	62,791
	73,703	2	69,520	2	63,869
	74,944	3	70,692	3	64,945
	76,188	4	71,865	4	66,021
	77,431	5	73,037	5	67,098
	78,673	6	74,207	6	68,175

Rates of salary incorporate annual leave loading

Percentage of the rate appropriate to Level 1

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

General Conditions

(1) Accreditation Allowance \$500 per annum *Code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 1 day. See Agreement for full conditions

(3) First Aid Allowance \$500 per annum *Code 2041*
Code 2041A for part Allowance

SALARY SCHEDULE BOARDING HOUSE SUPERVISORS

DATE OF OPERATION: **From 13 June 2016**

The minimum salary payable to employees shall be:

Salary Level	Annual Rate (\$)
Supervisor:	<i>Classification Code 09100</i>
Step 1	45,302
Step 2	46,960
Step 3	49,164
Step 4	51,370
Step 5	53,578
Step 6	55,782
Step 7	59,093
Step 8	62,404

The maximum salary level for a houseparent shall be determined as the fifth year of experience.

Rates of salary incorporate annual leave loading

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*
- (2) A relief supervisor shall be paid per rostered shift at a rate calculated at Step 6 divided by 200.
- (3) A relief houseparent shall be paid per rostered shift at a rate calculated at Step 5 divided by 200.

SALARY SCHEDULE NURSES

DATE OF OPERATION: **From 13 June 2016**

The minimum rate of salary payable to employees shall be:

Salary Level	Annual Rate (\$)	
<i>Class. Code 06070</i>		<i>Step</i>
1st Year	53,848	1
2nd Year	56,448	2
3rd Year	59,073	3
4th Year	61,674	4
5th Year	64,273	5
6th Year	66,873	6
7th Year	69,476	7
8th Year	72,101	8

Rates of salary incorporate annual leave loading

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE PSYCHOLOGISTS

DATE OF OPERATION: **From 6 December 2016**

Classification Code - see below

Step	Annual Rate (\$)
Step 1	73,052
Step 2	77,529
Step 3	82,012
Step 4	86,487
Step 5	90,961
Step 6	98,222
Step 7	102,838
Step 8	106,976
Step 9	111,124

Rates of salary incorporate annual leave loading

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

(3) Classifications

(a) Qualified Psychologist - not provisionally registered

enter step 1
exit step 1

(b) Provisionally Registered Psychologist

Classification Code 11002

- with no teaching qualification enter step 1, then held at step 2 until registered
- with teaching qualification enter step 2, then held at step 3 until registered

(c) Registered Psychologist

Classification Code 11003

- with no teaching qualification enter step 2
exit step 7
- with teaching qualification enter step 3
exit step 9

LOCATION ALLOWANCE SCHEDULE

AREA: The location allowance is payable to eligible employees in those towns as indicated below.

DATE OF OPERATION: **From 22 July 2015**

Town		Half Rate Allowance per fortnight (\$)		Full Rate Allowance per fortnight (\$)
	<i>Code</i>		<i>Code</i>	
Balgo Hills	2002A	183.96	2102A	367.92
Beagle Bay	2002C	166.92	2102C	333.84
Billiluna	2002A	183.96	2102A	367.92
Boulder	2002L	17.40	2102L	34.80
Broome	2002G	120.54	2102G	241.08
Carnarvon	2002I	53.10	2102I	106.20
Derby	2002E	125.91	2102E	251.82
Esperance	2002J	33.66	2102J	67.32
Gibb River	2002N	183.96	2102N	367.92
Kalgoorlie	2002L	17.40	2102L	34.80
Karratha	2002F	131.82	2102F	263.64
Kununurra	2002B	157.76	2102B	315.52
Lake Gregory/Mulan	2002P	183.96	2102P	367.92
Lombadina	2002Q	166.92	2102Q	333.84
Mullewa	2002U	30.41	2102U	60.82
Port Hedland	2002H	122.66	2102H	245.32
Red Hill / Halls Creek	2002D	150.80	2102D	301.60
Ringer Soak/Yaruman	2002R	183.96	2102R	367.92
Southern Cross	2002K	30.41	2102K	60.82
Turkey Creek/Warmun	2002T	166.92	2102T	333.84
Wyndham	2002M	156.92	2102M	313.84

NOTE: Full rates are received by staff with a dependant.
Half rates are received by staff with no dependant.