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TEACHERS' RATES AND ALLOWANCES**ELICOS AND LEARNING SUPPORT**

Classification	Step	Current	2%	2%	2%	2%	2%	2%	2%	2.65%
			31/03/10	1/10/10	1/03/11	1/10/11	1/03/12	1/10/12	1/03/13	30/06/13
Head Teacher	01	76,191	77,715	79,269	80,854	82,471	84,120	85,802	87,518	89,837
	02	77,620	79,172	80,755	82,370	84,017	85,697	87,411	89,159	91,522
	03	79,071	80,652	82,265	83,910	85,588	87,300	89,046	90,827	93,234
Teacher	01	46,741	47,676	48,630	49,603	50,595	51,607	52,639	53,692	55,115
	02	49,282	50,268	51,273	52,298	53,344	54,411	55,499	56,609	58,109
	03	51,819	52,855	53,912	54,990	56,090	57,212	58,356	59,523	61,100
	04	54,361	55,448	56,557	57,688	58,842	60,019	61,219	62,443	64,098
	05	56,902	58,040	59,201	60,385	61,593	62,825	64,082	65,364	67,096
	06	59,438	60,627	61,840	63,077	64,339	65,626	66,939	68,278	70,087
	07	61,978	63,218	64,482	65,772	67,087	68,429	69,798	71,194	73,081
	08	64,518	65,808	67,124	68,466	69,835	71,232	72,657	74,110	76,074
	09	67,057	68,398	69,766	71,161	72,584	74,036	75,517	77,027	79,068
	10	69,598	70,990	72,410	73,858	75,335	76,842	78,379	79,947	82,066

INTERNATIONAL FOUNDATION AND NEWSTEP

Classification	Step	Current	2%	2%	2%	2%	2%	2%	2%	2.65%
			31/03/10	1/10/10	1/03/11	1/10/11	1/03/12	1/10/12	1/03/13	30/06/13
Head Teacher	01	77,900	79,458	81,047	82,668	84,321	86,007	87,727	89,482	91,853
Teacher	01	50,282	51,288	52,314	53,360	54,427	55,516	56,626	57,759	59,290
	02	52,408	53,456	54,525	55,616	56,728	57,863	59,020	60,200	61,795
	03	55,239	56,344	57,471	58,620	59,792	60,988	62,208	63,452	65,133
	04	58,073	59,234	60,419	61,627	62,860	64,117	65,399	66,707	68,475
	05	60,199	61,403	62,631	63,884	65,162	66,465	67,794	69,150	70,982
	06	63,031	64,292	65,578	66,890	68,228	69,593	70,985	72,405	74,324
	07	65,864	67,181	68,525	69,896	71,294	72,720	74,174	75,657	77,662
	08	67,990	69,350	70,737	72,152	73,595	75,067	76,568	78,099	80,169
	09	70,821	72,237	73,682	75,156	76,659	78,192	79,756	81,351	83,507

Continuing, contingent and fixed-term staff will progress incrementally through their pay scale on an annual basis, subject to satisfactory performance.

CASUAL RATES**ELICOS AND LEARNING SUPPORT**

	Current	2% 31/03/10	2% 1/10/10		2% 1/03/11	2% 1/10/11		2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Casual Contact Teaching Rate (1 contact hour and 1 hour duties associated with teaching)	67.12	68.46	69.83	70.40	71.81	73.25	73.84	75.32	76.83	78.37	80.45
Casual Non-Teaching Rate (per hour worked)	33.57	34.24	34.92	35.20	35.90	36.62	36.92	37.66	38.41	39.18	40.22

INTERNATIONAL FOUNDATION AND NEWSTEP

	Current	2% 31/03/10	2% 1/10/10		2% 1/03/11	2% 1/10/11		2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Casual Contact Teaching Rate (1 contact hour and 2 hours duties associated with teaching)	88.22	89.98	91.78	92.53	94.38	96.27	97.05	98.99	100.97	102.99	105.72
Casual Non-Teaching Rate (per hour worked)	44.12	45.00	45.90	46.27	47.20	48.14	48.53	49.50	50.49	51.50	52.86

NOTES: Any duties that a casual International Foundation or Newstep staff member is required to perform in addition to or separate from teaching for which the Contact Teaching Rate is paid, will be paid at the Casual Non-Teaching Rate. These duties may include: setting and/or marking of subject or course-wide examinations, essays or assessment tasks; activities associated with the coordination of subjects; attendance at meetings; curriculum development; developing assessment programs; and preparation of substantial subject guides or reading lists.

Where a casual staff member is required to teach students in the course of an excursion or study tour, these hours will be paid at the appropriate contact hour or tuition rate. All other hours worked will be paid at the appropriate non-teaching rate for ELICOS and Learning Support, International Foundation and NewStep, or for Non-Tertiary Music Teachers the other duties rate. Where a staff member is required to work outside the span of hours identified in Hours of Work - Clause 37, overtime rates will be paid.

NON-TERTIARY MUSIC TEACHERS

	Current	2%	2%		2%	2%		2%	2%	2%	2.65%
		31/03/10	1/10/10	1/01/11	1/03/11	1/10/11	1/01/12	1/03/12	1/10/12	1/03/13	30/06/13
Casual Loading	23.00%	23.00%	23.00%	24.00%	24.00%	24.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Tuition * (1 tuition hour and 1 hour duties associated with tuition)	56.74	57.87	59.03	59.51	60.70	61.91	62.41	63.66	64.93	66.23	67.99
Other Duties ** (per hour worked)	28.37	28.94	29.52	29.76	30.36	30.97	31.22	31.84	32.48	33.13	34.01
Musical Accompaniment *** (1 accompaniment hour and 1 hour duties associated with accompaniment)	56.74	57.87	59.03	59.51	60.70	61.91	62.41	63.66	64.93	66.23	67.99
Musical Accompaniment and Other Duties **** (per hour worked)	28.37	28.94	29.52	29.76	30.36	30.97	31.22	31.84	32.48	33.13	34.01

* **“Tuition”** includes one on one or class instrumental or vocal tuition or classroom tuition in early childhood music or musicianship or the tuition of an ensemble group and includes up to one hour of duties associated with tuition for each hour of face-to-face tuition.

** **“Duties associated with tuition”** includes time spent consulting with students or parents, lesson preparation, marking or student performance assessment, administration, attending meetings and the supervision of excursions or study tours.

** **“Other duties”** includes supervision of student excursions or study tours, including orchestral, band or other ensemble tours, or student performances approved by the University, meetings called by the Conservatorium or the University, or any administration, preparation, student consultation, marking or performance assessment required to be performed in addition to the one hour of duties associated with tuition.

*** **“Musical Accompaniment”** is where the accompanist is required to accompany students in public concerts and studio recitals authorised by the University, the rate of pay will recognise preparation, rehearsal and performance. For Performance of major works requiring considerable preparation and/or performance time, payment for additional hours are to be decided by the Director.

**** **“Musical Accompaniment and Associated Duties”** involves playing for rehearsals of choirs or other ensembles, where directed by the University.

ALLOWANCES**PROGRAM CO-ORDINATOR ALLOWANCE**

	Current	2% 31/03/10	2% 1/10/10	2% 1/03/11	2% 1/10/11	2% 1/03/12	2% 1/10/12	2% 1/03/13	2.65% 30/06/13
Program Co-ordinator Rate = Head Teacher Rate + Loading									
Loading - \$ per year	3,989	4,069	4,150	4,233	4,318	4,404	4,492	4,582	4,703

FIRST AID ALLOWANCE

When a staff member is appointed by the University to be responsible for first-aid facilities, injury records and providing first-aid to other staff members and/or students, that staff member will be paid an allowance at the rate of \$14.00 per week as varied from time to time, during the period of appointment provided that the staff member possesses a current first-aid certificate of the St. John Ambulance Association or an equivalent first-aid qualification.