FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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 2021

Annual Wage Review 2020–21.

A.   Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

Classification	Minimum annual rate (full-time employee)
	$
Level 1	53,731
Level 2	54,838
Level 3	56,330
Level 4	58,361
Level 5	60,395
Level 6	62,288
Level 7	64,180
Level 8	66,212

Classification	Minimum annual rate (full-time employee)
	$
Level 9	68,247
Level 10	70,279
Level 11	72,314
Level 12	74,344

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	6179.07
2	40–59 places	7656.67
3	60 or more places	9295.46

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

Category	$ per annum		
	A	B	C
Level 1	4298.48	3761.17	3385.05
Level 2	2955.21	2552.22	2149.24
Level 3	1477.60	1262.68	859.70

4.   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	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%	100%	110%	115%	117.5%	130%	125%
	$	$	$	$	$	$	$
Level 1	257.43	267.73	294.50	307.89	314.58	348.05	334.66
Level 2	262.74	273.25	300.58	314.24	321.07	355.23	341.56
Level 3	269.88	280.68	308.75	322.78	329.80	364.88	350.85

	All employees (excluding Schedule A)	Teachers employed in early childhood services operating for at least 48 weeks per year (Schedule A)					
	Full day rate	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%	100%	110%	115%	117.5%	130%	125%
	$	$	$	$	$	$	$
Level 4	279.62	290.80	319.88	334.42	341.69	378.04	363.50
Level 5	289.36	300.93	331.02	346.07	353.59	391.21	376.16
Level 6	298.43	310.37	341.41	356.93	364.68	403.48	387.96
Level 7	307.49	319.79	351.77	367.76	375.75	415.73	399.74
Level 8[1]	317.23	329.92	362.91	379.41	387.66	428.90	412.40
Level 9	326.98	340.06	374.07	391.07	399.57	442.08	425.08
Level 10	336.72	350.18	385.20	402.71	411.46	455.23	437.73
Level 11	346.47	360.32	396.35	414.37	423.38	468.42	450.40
Level 12	356.19	370.44	407.48	426.01	435.27	481.57	463.05

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

All employees	All employees (excluding Schedule A)
	Half day rate
	$
Level 1	128.72
Level 2	131.37
Level 3	134.94
Level 4	139.81
Level 5	144.68
Level 6	149.21
Level 7	153.75
Level 8	158.62
Level 9	163.49
Level 10	168.36

	All employees (excluding Schedule A)
All employees	Half day rate
	$
Level 11	173.23
Level 12	178.10

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

Level	2-hour rate	4-hour rate
	$	$
Level 1	67.74	135.48
Level 2	69.14	138.28
Level 3	71.02	142.04
Level 4	73.58	147.16
Level 5	76.14	152.28
Level 6	78.54	157.08
Level 7	80.92	161.84
Level 8	83.48	166.96
Level 9	86.04	172.08
Level 10	88.62	177.24
Level 11	91.18	182.36
Level 12	93.74	187.48

7.   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	70.46	140.92	52.85	70.46
Level 2	71.90	143.80	53.93	71.90
Level 3	73.86	147.72	55.40	73.86
Level 4	76.52	153.04	57.39	76.52

Level	2-hour rate	4-hour rate	Overtime - first 3 hours	Overtime - after 3 hours
	% of minimum hourly rate			
	100%	100%	150%	200%
	$	$	$	$
Level 5	79.20	158.40	59.40	79.20
Level 6	81.68	163.36	61.26	81.68
Level 7	84.16	168.32	63.12	84.16
Level 8	86.82	173.64	65.12	86.82
Level 9	89.48	178.96	67.11	89.48
Level 10	92.16	184.32	69.12	92.16
Level 11	94.82	189.64	71.12	94.82
Level 12	97.48	194.96	73.11	97.48

8. By deleting the amount "$52,420" appearing in clause C.1.1 and inserting "$53,731".

9. 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—Up to 39 places		11.5	6179.07	per annum
Level 2—40		14.25	7656.67	per annum
Level 3—60 or more places		17.3	9295.46	per annum
Leadership allowance:	19.3(g)(i)			
Level 1A		8.0	4298.48	per annum
Level 1B		7.0	3761.17	per annum
Level 1C		6.3	3385.05	per annum
Level 2A		5.5	2955.21	per annum
Level 2B		4.75	2552.22	per annum
Level 2C		4.0	2149.24	per annum
Level 3A		2.75	1477.60	per annum
Level 3B		2.35	1262.68	per annum
Level 3C		1.6	859.70	per annum

B.   This determination comes into operation from 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2021.

<u>PRESIDENT</u>