



e-bulletin

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This e-Bulletin contains answers for members about some questions associated with payment under the proposed new EA.

WHEN ARE THE SALARY RATES EXPECTED TO BE IN MY PAY?

Following Branch Council's *in principle* endorsement of the proposed settlement, there is still work to be done to complete the drafting of the Agreement before formal voting processes can occur. It is expected that the Agreement will be completed to enable distribution and the commencement of a one-week formal consideration period on 4 February 2012, with a two-week voting period immediately afterwards. Assuming the ballot is successful and the EA is endorsed in the vote, Fair Work Australia then needs to approve the EA.

Allowing time for this process and the payroll schedules, it is expected that the 1 October 2011 increase should be available in the pay of 29 March 2012. If there is any change to these dates the AEU and ETD will advise when that becomes known.

WILL CASUAL AND CONTRACT TEACHERS BE PAID THE 1 OCTOBER 2011 INCREASE?

All teachers who worked on 1 October 2011 or after that date will be entitled to be paid at the rate which applies from 1 October 2011. Casual and contract teachers' pays will be adjusted and backpayment made to reflect the new rates once the EA has been approved, just as will happen for all permanent teachers.

ETD generally adjusts the pay of current permanent employees first, and then makes the required retrospective adjustments to payments for teachers who have retired on or since 1 October 2011, or who were employed as contract or casual teachers at or after 1 October 2011.

HOW WILL CURRENT TOP-OF-THE-SCALE TEACHERS TRANSITION TO THE NEW TOP-OF-THE-SCALE (Step 3.2)?

Members will be aware that the salary scale under the proposed new Enterprise Agreement (EA) includes an additional step at the top-of-the-scale. Transition arrangements for movement to the new top-of-the-scale are as follows:

- Any teacher who has been on the top of the scale for more than 12 months at 1 October 2011 (Step 3.1) will automatically progress to Step 3.2 on 1 October 2011.
- Any teacher who has been on the top of the scale for less than 12 months at 1 October 2011 will move to the increased Step 3.1 on 1 October 2011 and then to Step 3.2 on the next incremental date of 27 January 2012.

HOW WILL MY SUPERANNUATION BE AFFECTED BY PAYMENT OF BACKDATED SALARY INCREASES?

Superannuation payments will be adjusted as required under the relevant scheme to reflect the change in salary from 1 October 2011.

Specific advice for CSS and PSS members can be found at

<http://www.aeuact.asn.au/uploads/file/Backdated%20increases%20&%20CSS%20or%20PSS%20-%2029Nov11.pdf>

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