

**Queensland Catholic Agreements – Draft variations
(Numbering for Religious Institute Employing Authorities)**

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2. By deleting clause 4.1.2 (Proportion of Salary) and inserting the following in lieu thereof:

4.1.2 Proportion of Salary

- (a) A teacher upon appointment shall be paid as from the date upon which the teacher commenced duty, provided that a teacher who has taught (or has been granted leave by the school) for each day of the school year at the particular school shall be paid as for a full calendar year. A teacher who ceases duty before completing 10 teaching weeks of employment shall be paid in lieu of vacation pay an amount equal to 1/12th of their ordinary pay for the period of employment.
- (b) A teacher who ceases duty after at least 10 teaching weeks of employment shall be paid the proportion of the teacher's annual salary of that year that the teacher's service excluding school vacations bears to a standard school year: Provided that such proportion of salary shall be calculated on the salary which the employee was receiving immediately before cessation of employment.
- (c) A standard year shall be deemed for the purposes of clause 4.1.2 to be 40 weeks in a Catholic school. In the case of a boarding school, the proportion of salary shall reflect the number of weeks teachers are in attendance.

3. By deleting clause 7.1 (Classification) and inserting the following in lieu thereof:

7.1 Classification

Clause 7.1.1 applies from 1 July 2018. Transitional provisions for employees employed prior to 1 July 2018 are set out in Schedule 2.

- 7.1.1 (a) Four (4) Year Trained Teachers shall be classified according to the following table:

4 year trained teachers	Graduate
	Proficient 1
	Proficient 2
	Proficient 3
	Proficient 4
	Proficient 5
	Proficient 6
	Proficient 7
	Proficient 8

Provisions relating to classifications and progression for four year trained teachers are contained in clauses 7.1.2 and 7.1.3.

- (b) Three (3) Year Trained Teachers shall be classified according to the following table:

3 year trained teachers	Step 1
	Step 2
	Graduate
	Proficient 1
	Proficient 2
	Proficient 3
	Proficient 4
	Proficient 5
	Proficient 6

	Proficient 7
	Proficient 8

Provisions relating to classifications and progression for three year trained teachers are contained in clauses 7.1.4 to 7.1.6.

7.1.2 Appointment and Incremental Progression – Four (4) Year Trained Teacher

- (a) A 4 year trained teacher shall be appointed at Graduate in the scale at clause 7.1.1 (a) above.
- (b) A 4 year trained teacher will progress to Proficient 1 once they meet the requirements of full registration with the Queensland College of Teachers (QCT), as provided by clause 7.7.2, and will then progress from one salary step to a higher salary step (subject to clause 4.1.3) by annual increments to Proficient 8.
- (c) A 4 year trained teacher who has an approved Bachelor's degree with first or second degree honours from a recognised university plus one year of teacher education or two (2) approved degrees from a recognised university plus one year of teacher education shall be classified as prescribed by Clause 7.3.

7.1.3 Definition - Four (4) Year Trained Teacher

"Four year trained teacher" means a person appointed as a teacher who holds:

- (a) An approved degree from a recognised tertiary education institution; or
- (b) An approved equivalent tertiary qualification plus at least one year of teacher education; or
- (c) An approved equivalent tertiary qualification plus such other qualifications recognised by the employer as equivalent to one (1) year of teacher education.

7.1.4 Appointment and Incremental Progression – Three (3) Year Trained Teacher

- (a) A three (3) year trained teacher shall be appointed at Step 1 of the scale at clause 7.1.1 (b) above.
- (b) Except as provided by paragraph 7.1.4 (c) below, a three (3) year trained teacher shall progress from Step 1 to Graduate (subject to clause 4.1.3) by annual increment.
- (c) A three (3) year trained teacher shall progress to Proficient 1 after meeting the requirements for full registration with the Queensland College of Teachers (QCT), as provided by clause 7.7.2, irrespective of whether they are at Step 1, Step 2, or Graduate when they apply. Clause 7.4 (Timely Notification of Qualifications and Experience) applies to this paragraph (paragraph 7.1.4 (c)).
- (d) A three (3) year trained teacher who is classified as Graduate, shall remain at the Graduate step until they have met the requirements for full registration with the Queensland College of Teachers (QCT).
- (e) A three (3) year trained teacher shall progress from Proficient 1 to Proficient 4 (subject to clause 4.1.3) by annual increment.
- (f) Except as provided by clauses 7.1.5 and 7.1.6, or as otherwise provided by this Agreement, a three (3) year trained teacher shall progress from Proficient 4 to Proficient 8 by completing two (2) year's service (subject to clause 4.1.3) on each of Proficient 4, 5, 6, and 7.

7.1.5 Incremental Progression – Three (3) Year Trained Teacher - Additional Qualifications

- (a) A three (3) year trained teacher who successfully completes further tertiary study to achieve the status of four (4) year trained teacher shall, as from 1 January or 1 July whichever is the first following such completion, and upon production of satisfactory evidence thereof, have their appropriate salary step in clause 7.1.1 determined according to the following table:

Salary Step – Clause 7.1.1 (b)	Salary Step – Clause 7.1 (a)
Step 1	Graduate
Step 2	Proficient 1
Graduate	Proficient 2
Proficient 1	Proficient 3
Proficient 2	Proficient 4
Proficient 3	Proficient 5
Proficient 4	Proficient 6
Proficient 5	Proficient 7
Proficient 6 and higher	Proficient 8

- (b) The arrangements contained in clause 7.1.5 (a) shall not alter the date at which a teacher progresses to the next salary step on the scale (the teacher's increment date) where applicable.

7.1.6 Incremental Progression – Three (3) Year Trained Teacher - Professional Development

- (a) Notwithstanding the provisions of paragraph 7.1.4 (f), a 3 year trained teacher may apply for progression by annual increments from Proficient 4 to 8 subject to the following conditions:
- (i) completion of at least twelve (12) months service on Proficient 4;
 - (ii) participation in one hundred and fifty (150) hours of accredited professional development activities to be achieved at an annual average rate of not less than thirty (30) hours (five (5) days) and to be undertaken outside the hours engaged in teaching; and
 - (iii) provision of a statement outlining the knowledge and skills acquired through participation in professional development.
- (b) Applications for progression identified in paragraph 7.1.6 (a) shall be made through the principal of the school and be subject to assessment and recommendation to the school authority by a panel consisting of:
- (i) a representative of the school authority;
 - (ii) a representative of the teacher seeking progression;
 - (iii) a representative jointly agreed to.
- (c) Applications for progression identified in paragraph 7.1.6 (a) shall include:
- (i) certification of participation in accredited professional development activities by activity providers; and
 - (ii) a brief statement on a standard agreed, outlining the additional knowledge and skills acquired and their application in the teacher's work.
- (d) No teacher shall be required to undergo classroom or other inspection for the purposes of certification.
- (e) The review panel identified in paragraph 7.1.6 (b) shall make a recommendation to the employing authority as to whether in its opinion the teacher has satisfied the eligibility criteria in clause 7.1.6 (a).

- (f) A teacher who is assessed by the review panel as having satisfied the requirements contained in clause 7.1.6 (a) shall be entitled to progress to the next incremental pay step (Proficient 4 to 8 as appropriate) effective from their date of application or on the completion of twelve (12) months' service on their current incremental step (whichever is the later).

7.1.7 Treatment of Teachers Who Have Held (or Hold) a Position of Leadership

Where a teacher is appointed to a position of leadership, that teacher will be deemed to progress through the incremental steps as provided in paragraphs 7.1.1 (a), 7.1.1 (b) or clause 7.1.5 on the basis of their total years of service as a teacher. However, any leadership allowance will be paid consistent with clause S4.3.

7.1.8 Review

- (a) Any anomalies which may arise from the application of the above classification clauses or the Transitional Arrangements (in Schedule 2) shall, in the first instance, be the subject of negotiation between the relevant parties.
- (b) Where an agreement cannot be reached on the rectification of an anomaly, the matter will be processed through the grievance and dispute settling procedure in clause 2.4 of this Agreement.

4. **By deleting clause 7.2 (Recognition of Prior Non-Teaching Service and Experience – Teachers) and inserting the following in lieu thereof:**

7.2 Recognition of Prior Non-Teaching Service and Experience – Teachers

This clause applies to all teachers and applicants for the position of teacher.

- 7.2.1 In accordance with this clause a teacher, or applicant for the position of teacher, may apply to have prior non-teaching service and experience recognised for the purposes of salary classification. Full-time and part-time service and/or experience can be recognised. The method of implementing the salary classification resulting from the application of this clause (clause 7.2), is set out in clause 7.2.10.
- 7.2.2 Where an existing employee successfully makes application for the recognition of prior non-teaching service in accordance with this clause, they will be paid at the adjusted rate.
- 7.2.3 Any application for recognition of prior non-teaching service and experience must be made in accordance with clause 7.4 of this Agreement (Timely Notification of Qualifications and Experience).
- 7.2.4 A teacher or applicant for the position of teacher may seek recognition for multiple categories of prior non-teaching employment in one application.
- 7.2.5 Applications for recognition of previous non-teaching service and experience should relate to employment in an area/s relevant to their current teaching role. Recognition will be given only to employment that ceased in the five (5) year period prior to the date of appointment.
- 7.2.6 The five (5) year limitation in clause 7.2.5 may be extended by the employer where special circumstances are demonstrated by the teacher or applicant.
- 7.2.7 The relevance of the prior non-teaching experience must be demonstrated by the employee and accepted by the employer as being applicable to the current teaching role.
- 7.2.8 For the purposes of this clause any prior non-teaching service as an apprentice or trainee will not be recognised as relevant prior service.

7.2.9 Should prior non-teaching service and experience be recognised for salary classification purposes, any such recognised service will count on the basis of thirty-three per cent (33%).

7.2.10 Method of implementation

- (a) Where the applicant is a registered teacher, that teacher will have their classification (consistent with clause 7.1.1) advanced to the appropriate classification determined having regard to both their years of service as a teacher and the quantum of service recognised in accordance with this clause (clause 7.2).
- (b) Where the applicant is a provisionally registered teacher, that teacher will be classified (and paid) at the level of Graduate. Once the teacher obtains full registration (with the Queensland College of Teachers) that teacher will be classified (and paid) at the appropriate step on the Proficient scale determined having regard to the quantum of service recognised in accordance with this clause (clause 7.2).

5. By deleting clause 7.3 (Recognition of Additional Qualifications Prior to Commencing Teaching Career) and inserting the following in lieu thereof:

7.3 Recognition of Additional Qualifications Prior to Commencing Teaching Career

7.3.1 This clause is to grant an extra salary classification level if the proposed employee has attained more than one (1) degree or a degree plus an honours year. These studies must be additional to the required teacher qualification study. The method of implementing the extra salary classification resulting from the application of this clause (clause 7.3), is set out in clauses 7.3.2 and 7.3.8.

7.3.2 A teacher must have completed the specified additional qualifications prior to, or within the initial twelve (12) months, of commencing employment as a teacher to be eligible for the extra salary classification in accordance with this clause. The increment date for teachers who complete the required qualifications after commencement of duty will be twelve (12) months (full-time equivalent) from the date of the completed additional qualification.

7.3.3 Bachelor, Honours, Master and Doctoral degrees awarded by recognised universities will be recognised for the purpose of this clause.

7.3.4 Teachers who possess the following combinations of qualifications are eligible to receive the extra salary classification provided by this clause:

- (a) Bachelor Degree and Honours year plus teacher qualification study; or
- (b) two (2) approved degrees plus teacher qualification study.

7.3.5 A four (4) year combined degree, from a recognised university, that has a minimum requirement of eight (8) semesters at that university's standard full-time workload will not satisfy the requirements for the extra salary classification provided by this clause.

7.3.6 Only a combined degree, from a recognised university, that has a minimum requirement of ten (10) semesters at that university's standard full-time workload for that combined degree will satisfy the requirements for the extra salary classification provided by this clause.

7.3.7 The following scenarios are provided for the purpose of examples of the qualifications and classification levels assigned:

- (a) qualifications that would not attract the extra salary classification provided by this clause:
 - (i) Bachelor of Arts/Bachelor of Education (four (4) year combined degree)
 - (ii) Bachelor of Economics + Master of Teaching
 - (iii) Bachelor of Education.

- (b) qualifications that would attract the extra salary classification provided by this clause:
 - (i) Bachelor of Economics + Graduate Diploma of Education + Master of Teaching
 - (ii) Bachelor of Arts + Graduate Diploma of Education + Master of Education
 - (iii) Bachelor of Commerce + Bachelor of Commerce (Honours) + Graduate Diploma of Education
 - (iv) Bachelor of Arts + Bachelor of Arts (Honours) + Bachelor of Education
 - (v) Bachelor of Education + Honours year
 - (vi) Bachelor of Education/Bachelor of Psychology (five (5) year combined degree).

7.3.8 The teacher will, whilst they are provisionally registered, be classified (and paid) at the level of Graduate. Once the teacher obtains full registration (with the Queensland College of Teachers) that teacher will be classified (and paid) at Proficient 2.

6. By deleting clause 7.4 (Timely Notification of Qualifications and Experience) and inserting the following in lieu thereof:

7.4 Timely Notification of Qualifications and Experience

It is imperative that employees provide, in a timely manner, documentary evidence of qualifications and experience which will enable an employer to identify the appropriate salary for an employee. An employee shall be paid at the rate of pay consistent with information provided until further supporting documentary evidence is provided to the employer.

7.4.1 Timely Notification of: gaining qualifications; full registration; or certification

- (a) Teachers will provide their employer with timely written advice along with documentary evidence of any changes to: their professional qualifications; or certification as Highly Accomplished Teacher or Lead Teacher, which would bring about adjustment to the teacher's classification.
- (b)
 - (i) If a teacher does provide within six (6) months such written advice and documentary evidence: of having met the requirements for being awarded the qualification; or of certification, then payment for the variation will be effective from the date of meeting these requirements.
 - (ii) If a teacher does not provide within the timeline outlined above documentary evidence of having met the requirements for being awarded the qualification or certification, then the payment for the variation will be from the date of receipt of the documentary evidence from the teacher.
- (c) Teachers will provide their employer with timely written advice along with documentary evidence of the date of provision to the reviewer of the required portfolio (clause 7.7.2 (f)). The outcomes of providing the evidence within, or outside of, six (6) months outlined in paragraphs (b) (i) and (b) (ii) above will apply.
- (d) Documentary evidence must be an original or certified copy of an original document.

7.4.2 Timely Notification of Previous Relevant Service

- (a) Teachers will provide their employer with timely written advice along with supporting documentary evidence of relevant employment service which would be relevant to determining the employee's rate of pay.
- (b)
 - (i) Subject to (ii) below, if a teacher does provide supporting documentary evidence regarding previous relevant service within six (6) months of commencement of service with the employer, payment for the adjustment will be effective from the date of commencement with the employer.
 - (ii) Where a provisionally registered teacher is seeking recognition of prior non-teaching service (clause 7.2) the employee must provide the information during the period they are classified as Graduate.

- (c) If an employee does not provide supporting documentary evidence regarding relevant service within six (6) months of commencement then any payment relating to that service will be applied from the date of receipt of notification from the employee.
- (d) Supporting documentary evidence of previous relevant service should include statements of service. A statement of service from each previous employer(s) should be provided. A statement of service is normally the appropriate proof of prior service and satisfies the criteria at clause 7.4.3 below.
- (e) A statutory declaration may be submitted in lieu of a statement of service in instances where an individual is unable to obtain the necessary documentation from a previous employer. For instance, a school and its records may no longer exist or exist in an area of civil disturbance or natural disaster. A statutory declaration may be submitted only after the employer is satisfied that the employee has exhausted all reasonable avenues to obtain a statement of service. Where a statutory declaration is accepted it should satisfy the criteria at clause 7.4.3 below. The circumstances preventing the employee from obtaining the necessary documentation should be noted and retained with the application.

7.4.3 Statement of Service

The statement of service should:

- (a) be an original or certified copy of an original document;
- (b) be provided on the official letterhead of the authority responsible for the school or institution and it must be signed and dated by the employer or an authorised person;
- (c) specify the position held;
- (d) specify the period of employment;
- (e) specify the exact nature of the employment e.g. full-time, part-time, casual, etc. and provide a detailed description of the teaching or other relevant duties performed;
- (f) detail whether the employment was part-time – and if so the number of hours worked per week or their full-time equivalent, or the total number of hours paid for the total period of employment;
- (g) detail whether the employment was casual – and if so the total number of hours paid for the total period of employment;
- (h) indicate any periods of unpaid leave that were taken; and
- (i) specify whether any leave without pay was taken and the period when this leave without pay occurred. If no periods of leave without pay were taken, the statement must show that 'no leave without pay was taken'.

7.4.4 Duty to Notify

All new employees will be given at the time of appointment a document detailing the requirements with regards to timely notification of gaining qualifications and timely notification of previous relevant service.

7. By deleting clause 7.7 (Support for Graduate Teachers) and inserting in lieu thereof:

7.7 Support for Graduate Teachers

7.7.1 Induction

An induction program shall be implemented for all employees and shall include as a minimum:

- (a) provision of a duty statement;
- (b) identification of lines of support;
- (c) provision of materials relevant to the ethos and mission of the system/school;
- (d) provision of documents relevant to the system/school policy and procedures;
- (e) provision of clear guidance in terms of curriculum expectation and implementation;
- (f) provision of documentation and training consistent with workplace health and safety requirements specific to the duties undertaken by the employee;
- (g) provision of information relevant to union coverage and benefits; and
- (h) provision of information relevant to superannuation entitlements and options.

7.7.2 New Graduate Teachers

- (a) Employers recognise the challenges for newly employed graduate teachers as they begin their teaching career. They are committed to the appropriate induction and support for new graduate teachers to assist them with the continuing development of their knowledge, skills and attitudes.
- (b) The graduate teacher mentor programme shall be for a minimum period of the graduate's first twelve (12) months of teaching.

The graduate teacher may request and/or the principal may determine to extend access to quality mentoring provided through this programme beyond their first twelve (12) months of teaching, in consideration of the graduate teacher's particular professional needs or the level of proficiency attained.

- (c) Provisionally registered teachers shall have access to a clear process to assist them in meeting the requirements for full registration. Access to this process should be open to all new graduate teachers, whether employed on a full-time, part-time, fixed-term or casual basis.
- (d) In the event that a graduate teacher has met the minimum number of days to apply for full registration and has developed the required portfolio for such application, the teacher shall have direct access to their current employer, seeking specific guidance and assistance as to how the teacher's evidence for the application may be reviewed and assessed consistent with the registration authority's requirements. Such access must be provided within two weeks of the teacher's request.
- (e) The graduate teacher will provide their employer with written notification and documentary evidence of:
 - (i) notification of full registration by the Queensland College of Teachers; and
 - (ii) the date of provision to the reviewer of the required portfolio.

Clause 7.4 (Timely Notification of Qualifications and Experience) applies to this paragraph (paragraph 7.7.2 (e)).

- (f) The employing authority shall provide back-payment of wages to the documented date of submission of the required portfolio (7.7.2 (e) above) to be reviewed and assessed.
- (g) The following support shall be provided to graduates in the first year of employment:
 - (i) an initial induction and orientation of new school workplace, in accordance with sub-clause 7.7.1 above;
 - (ii) a formal induction program, including appropriate professional development support should any weaknesses become apparent or are otherwise identified by the new graduate;
 - (iii) additional release time to enable the graduate teacher to undertake activities such as:
 - (A) observation of exemplary teaching practice;
 - (B) joint and structured planning;
 - (C) mentoring meetings; and
 - (D) professional development.
- (h) Additional time release during paid work time shall be provided for any designated mentor/s to provide effective mentoring. This time release will take various forms depending on school operational needs.
- (i) The employing authority/principal may also provide:
 - (i) assistance by members of the school leadership:
 - (A) working with graduate in class;
 - (B) support and advice with access to teaching resources, program and lesson preparation, and
 - (ii) assistance by other experienced teachers; and
 - (iii) a collegial work group for planning and discussion of suitable pedagogies
- (j) The support offered to new graduates will normally be discussed and outlined as part of the initial school-level induction and orientation program.

7.7.3 Notification of Employment Details

- (a) All employees will be provided with written advice prior to the commencement of their engagement setting out the:
 - (i) nature of their employment (i.e. full-time, part-time, term-time, casual, fixed-term etc.);
 - (ii) date of commencement of duties; and
 - (iii) job title and a short description of the duties required.
- (b) As soon as is practicable, the following additional details will be provided on the employee's pay advice:
 - (i) classification level and, where appropriate, the incremental step; and
 - (ii) rate of wages to be paid.

8. By inserting two new clauses (7.19 Highly Accomplished Teacher, and 7.20 Lead Teacher) as follows:

7.19 Highly Accomplished Teacher (HAT)

7.19.1 Definition

Highly Accomplished Teacher is a Teacher who holds certification as a Highly Accomplished Teacher (HAT).

7.19.2 Certification and Renewal of Certification

- (a) Certification and renewal will be consistent with the Australian Professional Standards for Teachers (APST) and AITSL guidelines, and will be in accordance with the requirements and operational procedures of the certifying authority.
- (b) Appeals related to certification and renewal will be in accordance with the requirements and operational procedures of the certifying authority.

7.19.3 Remuneration Level

- (a) A HAT who has more than the equivalent of five (5) years' (i.e. 6000 hours) teaching experience will be classified and paid at the HAT level of the Teacher salary scale.
- (b) Years of teaching experience shall be deemed to include all teaching service which is recognised for the purpose of classifying a teacher covered by this Agreement.

7.19.4 Roles and Duties

Roles and duties undertaken by a teacher classified as HAT will be identified and confirmed by consultation between the teacher and the employing authority. Such roles and duties will fall within the descriptors established for HAT in the APST.

7.19.5 Positions of Leadership

- (a) Teachers who hold positions of middle or senior leadership shall be eligible to apply for HAT in accordance with the requirements of section (a) of this schedule.
- (b) Where a teacher holds the HAT classification and a position of middle or senior leadership, the total remuneration paid will be the greater of the two applicable salaries.

7.19.6 Currency

- (a) Teachers must maintain the currency of their certification as HAT for their classification and payment to be continued. Where renewal is not confirmed, or if the certification is otherwise revoked by the certifying authority, teachers will be paid on the Proficient scale in accordance with their teaching service as provided for in the Agreement.
- (b) Teachers are responsible for providing original or certified copies of their documentation to their employer for verification and action. Clause 7.4 (Timely Notification of Qualifications and Experience) applies to this process.

7.19.7 Portability

- (a) Teachers who have been certified as HAT by the Queensland College of Teachers (QCT) or another certifying body whose processes comply with those of the Australian Institute of Teaching and School Leadership (AITSL), and who meet the teaching service requirement in (c) above, will be classified as HAT by Catholic school authorities in Queensland.

- (b) Teachers new to Queensland Catholic education who are certified as HAT, and who meet the teaching service requirement in (c) above, will be classified as a HAT for the duration of their remaining HAT certification period.

7.19.8 Quota

No quotas are applicable to this classification.

7.20 Lead Teacher (LT)

7.20.1 Definition

Lead Teacher is a Teacher who holds certification as a Lead Teacher (LT).

7.20.2 Certification and Renewal of Certification

- (a) Certification and renewal will be consistent with the Australian Professional Standards for Teachers (APST) and AITSL guidelines, and will be in accordance with the requirements and operational procedures of the certifying authority.
- (b) Appeals related to certification and renewal will be in accordance with the requirements and operational procedures of the certifying authority.

7.20.3 Remuneration Level

- (a) A LT who has more than the equivalent of five (5) years' (i.e. 6000 hours) teaching experience, will be classified and paid at the LT level of the Teacher salary scale.
- (b) Years of teaching experience shall be deemed to include all teaching service which is recognised for the purpose of classifying a teacher covered by this Agreement.

7.20.4 Roles and Duties

Roles and duties undertaken by a teacher classified as LT will be identified and confirmed by consultation between the teacher and the employing authority. Such roles and duties will fall within the descriptors established for LT in the APST.

7.20.5 Positions of Leadership

- (a) Teachers who hold positions of middle or senior leadership shall be eligible to apply for LT in accordance with the requirements of section (a) of this schedule.
- (b) Where a teacher holds the LT classification and a position of middle or senior leadership, the total remuneration paid will be the greater of the two applicable salaries.

7.20.6 Currency

- (a) Teachers must maintain the currency of their certification as LT for their classification and payment to be continued. Where renewal is not confirmed, or if the certification is otherwise revoked by the certifying authority, teachers will be paid on the Proficient scale in accordance with their teaching service as provided for in the Agreement.
- (b) Teachers are responsible for providing original or certified copies of their documentation to their employer for verification and action. Clause 7.4 (Timely Notification of Qualifications and Experience) applies to this process.

7.20.7 Portability

- (a) Teachers who have been certified as LT by the Queensland College of Teachers (QCT) or another certifying body whose processes comply with those of the Australian Institute of Teaching and Leadership (AITSL), and who meet the teaching service requirement in (c) above, will be classified as LT by Catholic school authorities in Queensland.
- (b) Teachers new to Queensland Catholic education who are certified as LT, and who meet the teaching service requirement in (c) above, will be classified as a LT for the duration of their remaining LT certification period.

7.20.8 Quota

No quotas are applicable to this classification.

9. By deleting clause 9.5.4 (Matters Relating To Wages) and inserting the following in lieu thereof:

9.5.4 Matters Relating To Wages

- (a) Employees who are employed as a Career Counsellor/Career Adviser (Teacher) will be paid in accordance with this clause (cl 9.5.4) and Schedule 1D (ii);
- (b) The provisions of this clause (cl 9.5.4) and of Schedule 1D (ii) will commence operation from 1 July 2016;
- (c) An employee will progress from Level 1 to Level 2 on the basis of one (1) year's satisfactory service at Level 1;
- (d) An employee will progress from Level 2 to Level 3 on the basis of one (1) year's satisfactory service at Level 2 and the possession of a relevant Masters qualification or equivalent;
- (e) An employee who is a teacher and who is classified as Proficient 8 will receive either the wage rate prescribed by this clause (cl 9.5.4) and Schedule 1D (ii), or the wage rate for Proficient 8, whichever is higher;
- (f) An employee who, at the date of making this Enterprise Agreement, is in receipt of remuneration which is higher than that prescribed by this clause (cl 9.5.4) and Schedule 1D (ii) (regardless of how that remuneration is described) will continue to receive such higher remuneration. Further, such higher remuneration will be adjusted in accordance with the percentage wage movements identified in clause 4.1.1.

10. By deleting from Schedule 4 clause S4.3 (How Allowances are paid) and inserting the following in lieu thereof:

S4.3 How Allowances are paid

S4.3.1 This clause (clause S4.3) will become operational from 1 July 2017.

S4.3.2 Where this Schedule provides for the payment of an allowance, the teacher concerned will receive the allowance added to the teacher's substantive rate of pay, but only up to (and including) the rate for Proficient 6.

S4.3.3 A teacher whose substantive rate of pay is Proficient 7 or Proficient 8, and who is appointed to a middle leader position, will receive either the Proficient 6 rate plus the applicable leadership allowance, or the Proficient 7 or Proficient 8 rate (as applicable), whichever is the greater.

11. By deleting Schedule 1A (Wages – Teachers) and inserting the following in lieu thereof:

Schedule 1A Teachers

Classification Scale prior to 1 July 2018

Classification	From First Full Pay Period on or after 1 July 2015				From First Full Pay Period on or after 1 July 2016		From First Full Pay Period on or after 1 July 2016				From First Full Pay Period on or after 1 July 2017			
	2.50%				Adjusted Salary Base		2.50%				2.50%			
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1 Step 1	2,079.50	54,252	34.6583	43.3229	2,079.50	54,252	2,131.50	55,609	35.5250	44.4063	2,184.80	56,999	36.4133	45.5166
Band 1 Step 2	2,137.10	55,755	35.6183	44.5229	2,137.10	55,755	2,190.50	57,148	36.5083	45.6354	2,245.30	58,578	37.4217	46.7771
Band 1 Step 3	2,208.90	57,628	36.8150	46.0188	2,208.90	57,628	2,264.10	59,068	37.7350	47.1688	2,320.70	60,545	38.6783	48.3479
Band 1 Step 4	2,284.70	59,606	38.0783	47.5979	2,284.70	59,606	2,341.80	61,095	39.0300	48.7875	2,400.30	62,621	40.0050	50.0063
Graduate 1	2,421.60	63,177	40.3600	50.4500	2,421.60	63,177	2,482.10	64,756	41.3683	51.7104	2,544.20	66,376	42.4033	53.0041
Graduate 2	2,479.10	64,677	41.3183	51.6479	2,494.40	65,077	2,556.80	66,704	42.6133	53.2666	2,620.70	68,371	43.6783	54.5979
Proficient 1	2,608.70	68,058	43.4783	54.3479	2,616.40	68,258	2,681.80	69,965	44.6967	55.8709	2,748.80	71,713	45.8133	57.2666
Proficient 2	2,738.70	71,450	45.6450	57.0563	2,740.60	71,500	2,809.10	73,287	46.8183	58.5229	2,879.30	75,118	47.9883	59.9854
Proficient 3	2,869.50	74,862	47.8250	59.7813	2,869.50	74,862	2,941.20	76,733	49.0200	61.2750	3,014.70	78,651	50.2450	62.8063
Experienced 1	2,978.20	77,698	49.6367	62.0459	2,987.80	77,948	3,062.50	79,898	51.0417	63.8021	3,139.10	81,896	52.3183	65.3979
Experienced 2	3,087.50	80,550	51.4583	64.3229	3,110.50	81,150	3,188.30	83,180	53.1383	66.4229	3,268.00	85,259	54.4667	68.0834
Experienced 3	3,196.20	83,386	53.2700	66.5875	3,234.50	84,386	3,315.40	86,495	55.2567	69.0709	3,398.30	88,658	56.6383	70.7979
Experienced 4	3,311.20	86,386	55.1867	68.9834	3,311.20	86,386	3,394.00	88,546	56.5667	70.7084	3,478.90	90,761	57.9817	72.4771
Experienced 5											3,638.40	94,922	60.6400	75.8000
Experienced 6											3,774.50	98,472	62.9083	78.6354

Schedule 1A Teachers Continued

Classification scales from 1 July 2018

4 Year Trained Teachers

Classification	From First Full Pay Period on or after 1 July 2018			
	2.50%			
	Fortnight	Annual	Hourly	Casual
	\$	\$	\$	\$
Graduate	2,686.20	70,080	44.7700	55.9625
Proficient 1	2,817.50	73,506	46.9583	58.6979
Proficient 2	2,951.30	76,996	49.1883	61.4854
Proficient 3	3,090.10	80,618	51.5017	64.3771
Proficient 4	3,349.70	87,390	55.8283	69.7854
Proficient 5	3,483.30	90,876	58.0550	72.5688
Proficient 6	3,565.90	93,031	59.4317	74.2896
Proficient 7	3,729.40	97,296	62.1567	77.6959
Proficient 8	3,868.90	100,936	64.4817	80.6021
Highly Accomplished Teacher	4,098.90	106,936	68.3150	85.3938
Lead Teacher	4,482.20	116,936	74.7033	93.3791

3 Year Trained Teachers

Classification	From First Full Pay Period on or after 1 July 2018			
	2.50%			
	Fortnight	Annual	Hourly	Casual
	\$	\$	\$	\$
Step 1	2,378.70	62,058	39.6450	49.5563
Step 2	2,460.30	64,187	41.0050	51.2563
Graduate	2,686.20	70,080	44.7700	55.9625
Proficient 1	2,817.50	73,506	46.9583	58.6979
Proficient 2	2,951.30	76,996	49.1883	61.4854
Proficient 3	3,090.10	80,618	51.5017	64.3771
Proficient 4	3,349.70	87,390	55.8283	69.7854
Proficient 5	3,483.30	90,876	58.0550	72.5688
Proficient 6	3,565.90	93,031	59.4317	74.2896
Proficient 7	3,729.40	97,296	62.1567	77.6959
Proficient 8	3,868.90	100,936	64.4817	80.6021
Highly Accomplished Teacher	4,098.90	106,936	68.3150	85.3938
Lead Teacher	4,482.20	116,936	74.7033	93.3791

12. By inserting a new Schedule 2 as follows:

SCHEDULE 2 – TRANSITIONAL PROVISIONS (TEACHERS)

This Schedule sets out transitional arrangements associated with the introduction of the new classifications and salary scale for teachers from 1 July 2018, and in the case of clause S2.3.7, transitional arrangements which applied to certain categories of teachers after 1 July 2017.

S2.1 New classifications and scale – Four year trained teachers

The classifications and salary scale for four year trained teachers from 1 July 2018 are:

4 year trained teachers	Graduate
	Proficient 1
	Proficient 2
	Proficient 3
	Proficient 4
	Proficient 5
	Proficient 6
	Proficient 7
	Proficient 8

S2.2 New classifications and scale – Three year trained teachers

The classifications and salary scale for three year trained teachers from 1 July 2018 are:

3 year trained teachers	Step 1
	Step 2
	Graduate
	Proficient 1
	Proficient 2
	Proficient 3
	Proficient 4
	Proficient 5
	Proficient 6
	Proficient 7
	Proficient 8

S2.3 Old classifications and scale

Prior to 1 July 2018 teachers were subject to the following provisions.

S2.3.1 Teachers shall be classified according to the following table:

3 year trained teachers	Step 1
	Step 2
	Step 3
	Step 4
4 year trained teachers	Graduate 1
	Graduate 2
	Proficient 1
	Proficient 2
	Proficient 3
	Experienced 1
	Experienced 2
	Experienced 3
	Experienced 4
	Experienced 5
	Experienced 6

S2.3.2 Appointment and Incremental Progression – Four (4) Year Trained Teacher

- (a) A 4 year trained teacher shall be appointed at Graduate 1.
- (b) A teacher admitted to the service as a 4 year trained teacher who has an approved bachelor's degree with first or second degree honours from a recognised university plus one year of teacher education or two (2) approved degrees from a recognised university plus one year of teacher education shall commence on the salary prescribed for Graduate 2.
- (c) Except as otherwise provided by this Agreement, progression from one salary step to a higher salary step shall be by annual increments to Experienced 5.
- (d) A teacher will progress to Experienced 6 after completion of two (2) years of satisfactory service at Experienced 5.

S2.3.3 Definition - Four (4) Year Trained Teacher

"Four year trained teacher" means a person appointed as a teacher who holds:

- (a) An approved degree from a recognised tertiary education institution; or
- (b) An approved equivalent tertiary qualification plus at least one year of teacher education; or
- (c) An approved equivalent tertiary qualification plus such other qualifications recognised by the employer as equivalent to one (1) year of teacher education.

S2.3.4 Appointment and Incremental Progression – Three (3) Year Trained Teacher

- (a) A three (3) year trained teacher shall be appointed at Step 1;
- (b) A three (3) year trained teacher shall progress from one salary step to a higher salary step by annual increment, up to Proficient 3;
- (c) A three (3) year trained teacher shall progress to Experienced 1 after completing one (1) year's service on Proficient 3; and
- (d) Except as otherwise provided by this Agreement, a three (3) year trained teacher shall progress from Experienced 1 to Experienced 6 by completing two (2) year's service on each of Experienced 1, 2, 3 and 4, and four (4) year's service at Experienced 5.

S2.3.5 Incremental Progression – Three (3) Year Trained Teacher - Additional Qualifications

- (a) A three (3) year trained teacher who successfully completes further tertiary study to achieve the status of four (4) year trained teacher shall, as from 1 January or 1 July whichever is the first following such completion, and upon production of satisfactory evidence thereof, have their appropriate salary step in clause 7.1.1 determined according to the following table:

Salary Step – Clause 7.1.1	Salary Step – Clause 7.1.2
Band 1 Step 1	Graduate 1
Band 1 Step 2	Graduate 2
Band 1 Step 3	Proficient 1
Band 1 Step 4	Proficient 2
Graduate 1	Proficient 3
Graduate 2	Experienced 1
Proficient 1	Experienced 2
Proficient 2	Experienced 3
Proficient 3	Experienced 4

Salary Step – Clause 7.1.1	Salary Step – Clause 7.1.2
Experienced 1	Experienced 5
Experienced 2 and above	Experienced 6

- (b) The arrangements contained in clause 7.1.5 (a) shall not alter the date at which a teacher progresses to the next salary step on the scale (the teacher's increment date) where applicable.

S2.3.6 Incremental Progression – Three (3) Year Trained Teacher - Professional Development

- (a) Notwithstanding the provisions of paragraph 7.1.4 (d), a 3 year trained teacher may apply for progression by annual increments from Experienced 1 to 6 subject to the following conditions:
- (i) completion of at least twelve (12) months service on Proficient 3;
 - (ii) participation in one hundred and fifty (150) hours of accredited professional development activities undertaken no earlier than 1 January 1990 to be achieved at an annual average rate of not less than thirty (30) hours (five (5) days) and to be undertaken outside the hours engaged in teaching; and
 - (iii) provision of a statement outlining the knowledge and skills acquired through participation in professional development.
- (b) Applications for progression identified in paragraph 7.1.6 (a) shall be made through the principal of the school and be subject to assessment and recommendation to the school authority by a panel consisting of:
- (i) a representative of the school authority;
 - (ii) a representative of the teacher seeking progression;
 - (iii) a representative jointly agreed to.
- (c) Applications for progression identified in paragraph 7.1.6 (a) shall include:
- (i) certification of participation in accredited professional development activities by activity providers; and
 - (ii) a brief statement on a standard agreed, outlining the additional knowledge and skills acquired and their application in the teacher's work.
- (d) No teacher shall be required to undergo classroom or other inspection for the purposes of certification.
- (e) The review panel identified in paragraph 7.1.6 (b) shall make a recommendation to the employing authority as to whether in its opinion the teacher has satisfied the eligibility criteria in clause 7.1.6 (a).
- (f) A teacher shall retain all rights under the Fair Work Act 2009 as amended or replaced from time to time.
- (g) A teacher who is assessed by the review panel as having satisfied the requirements contained in clause 7.1.6 (a) shall be entitled to progress to the next incremental pay step (Experienced 2 to 5 as appropriate) effective from their date of application or on the completion of twelve (12) months' service on their current incremental step (whichever is the later) and shall thereafter progress by annual increments to Experienced 5.

S2.3.7 Transitional Arrangements for Experienced 5 and 6

Experienced 5

Experienced 5 (The provisions of paragraphs (a) to (f) applied between 1 July 2017 and 30 June 2018)

- (a) The teacher classification of Experienced 5 commenced operation from 1 July 2017.
- (b) Teachers shall progress to Experienced 5 by annual increment as at, and from 1 July 2017, in accordance with clauses 7.1.2 and 7.1.4.
- (c) Teachers who, as at 1 July 2017, were classified as Experienced Teacher 5 shall be classified as Experienced 5 (and paid at the rate prescribed by Schedule 1) from that date.
- (d) Teachers who were classified as Experienced 4 and who have completed one year of satisfactory service at Experienced 4 shall transition to Experienced 5 as at, and from, 1 July 2017.
- (e) A teacher, appointed to employment covered by this Agreement on or after 1 July 2017, who is eligible to be appointed to Experienced 4, and who has completed nine (9) or more years as a practising teacher, will be appointed to Experienced 5.
- (f) So as to avoid doubt, it is recorded that the content of an Experienced Teacher 5 Action Plan (as provided by the previous Schedule 2, clause S2.3) will cease to have application on the anniversary date of the signing of the Action Plan which next occurs on or after 1 July 2017.

The following example is provided to assist in the interpretation of paragraph S2.3.7 (f). A teacher appointed as an Experienced Teacher 5 from 1 January 2017 would have committed to an action plan for the period 1 January 2017 to 30 December 2017. The classification of Experienced Teacher 5 ceases to exist from 1 July 2017, hence the requirement for an action plan also ceases on that date. However, the teacher's action plan, existing at 1 July 2017, continues to have application until its anniversary date, which is 30 December 2017.

Experienced 5 (The provisions of paragraphs (g) to (j) apply between 1 July 2018 and 30 June 2019)

- (g) The teacher classification of Proficient 7 shall commence operation from 1 July 2018.
- (h) Teachers shall progress to Proficient 7 by annual increment as at, and from 1 July 2018, in accordance with clauses 7.1.2 and 7.1.4.
- (i) Teachers who, as at 1 July 2018, are classified as Experienced 5 shall be classified as Proficient 7 (and paid at the rate prescribed by Schedule 1) on and from that date.
- (j) Teachers who are classified as Experienced 4 and who have completed one year of satisfactory service at Experienced 4 shall transition to Proficient 7 as at, and from 1 July 2018.

Experienced 5 (The provisions of paragraphs (k) and (l) apply on and from 1 July 2019)

- (k) Teachers who, as at 1 July 2019, are classified as Proficient 7 and have been classified as Proficient 7 for one year or more, shall progress to Proficient 8.
- (l) Teachers who are classified as Proficient 7 and who have completed one year of satisfactory service at Proficient 7, shall transition to Proficient 8 as at, and from 1 July 2019.

Experienced 6 (The provisions of paragraphs (m) to (r) applied between 1 July 2017 and 30 June 2018)

- (m) The teacher classification of Experienced 6 shall commenced operation from 1 July 2017.
- (n) Teachers with two or more years of service at Experienced Teacher 5 on 1 July 2017 progressed to Experienced 6 at that date.
- (o) Teachers who, subsequent to 1 July 2017, completed two years' service at Experienced Teacher 5 or Experienced 5 (or a combination thereof) shall progress to Experienced 6 on completion of such two years.
- (p) Teachers who, as at 1 July 2017, are classified as Experienced Teacher 6 shall be classified as Experienced 6 (and paid at the rate prescribed by Schedule 1) from that date.
- (q) All satisfactory service at Experienced Teacher 5 counts as service for the purpose of paragraphs 7.1.7 (o) and (p), regardless of when it occurred (occurs).
- (r) Teachers who:
 - (i) Were appointed to employment covered by this Agreement; and
 - (ii) Were eligible to be appointed to Experienced 4; and
 - (iii) Had complete a minimum of eleven (11) years' service as a teacher; and
 - (iv) Commence employment between 1 July 2017 and 30 June 2019,will be classified as Experienced 5/Proficient 7 and will progress to Proficient 8 on 1 July 2019.

Experienced 6 (The provisions of paragraphs (s) to (v) apply between 1 July 2018 and 30 June 2019)

- (s) The teacher classification of Proficient 8 shall commence operation from 1 July 2018.
- (t) Teachers with two years of service at Experienced Teacher 5 or Experienced 5 (or a combination thereof) shall progress to Proficient 8 either on the completion of such two years, or on 1 July 2019, whichever is the earlier.
- (u) Teachers who, as at 1 July 2018, are classified as Experienced 6 shall be classified as Proficient 8 (and paid at the rate prescribed by Schedule 1) from that date.
- (v) All satisfactory service at Experienced Teacher 5 or Experienced 5 (or a combination thereof) counts as service for the purpose of paragraphs 7.1.7 (i) and (j), regardless of when it occurred (occurs).

Experienced 6 (The provisions of paragraph (w) apply on and from 1 July 2019)

- (w) Teachers who, as at 1 July 2019 are classified at Proficient 7, will progress to Proficient 8 after one year of satisfactory service at Proficient 7 regardless of when that service was completed.

S2.3.8 Treatment of Teachers Who Have Held (or Hold) a Position of Leadership

- (a) Teachers who as at 1 July 2017:
 - (i) have attained Experienced 4; and
 - (ii) have been a practising teacher for a minimum of eleven (11) years; and
 - (iii) have held a position of leadership for one (1) or more years; and
 - (iv) cease in that position (for whatever reason),will be appointed to the Experienced 6 classification at the point of ceasing their leadership position.

- (b) Where a teacher is appointed to a position of leadership that teacher will be deemed to progress through the incremental steps as provided in clauses 7.1.2, 7.1.5 or 7.1.6 on the basis of their total years of service as a teacher. However, any leadership allowance will be paid consistent with clause S4.3.

S2.3.9 Review

- (a) Any anomalies which may arise from the application of the above classification clauses or the Transitional Arrangements shall, in the first instance, be the subject of negotiation between the relevant parties.
- (b) Where an agreement cannot be reached on the rectification of an anomaly, the matter will be processed through the grievance and dispute settling procedure in clause 2.4 of this Agreement.

S2.4 Transition to the new classifications and scale for four year trained teachers

S2.4.1 Four year trained teachers will transition to the new classifications and scale as of 1 July 2018 as follows:

Classifications prior to 1 July 2018	Nominal wage rates for old classifications 1 July 2018	Classification s effective from 1 July 2018	Wage rates 1 July 2018
Graduate 2	70,080	Graduate	\$70 080
Proficient 1	73,506	Proficient 1	\$73 506
Proficient 2	76,996	Proficient 2	\$76 996
Proficient 3	80,618	Proficient 3	\$80 618
Experienced 1	83,944		
Experienced 2	87,390	Proficient 4	\$87 390
Experienced 3	90,876	Proficient 5	\$90 876
Experienced 4	93,031	Proficient 6	\$93 031
Experienced 5	97,296	Proficient 7	\$97 296
Experienced 5	97,296		
Experienced 6	100,936	Proficient 8	\$100 936

S2.4.2 The principles underlying the transition in 2.4.1 are:

- (a) There will be no disadvantage to any teacher.
- (b) The transition will maintain the wages cost parameters of the 2015-2019 Collective Enterprise Agreement prior to the introduction of the new classifications where possible.
- (c) Within the (new) proficient scale, a teacher will not be at the same classification / remuneration level for more than one year. There is an exception to the one year progression provision relating to progression from Proficient 7 where, for a temporary period expiring on 30 June 2019, up to two years service will be required. (See Example 7 in clause S2.4.4)
- (d) The provisions of the 2015-2019 Collective Enterprise Agreement prior to the introduction of the new classifications will be maintained, except where varied by the translation provisions identified in this Schedule.

S2.4.3 Conditions applicable in the new classifications and scale

- (a) Teachers will only progress to Proficient 1 once they meet the requirements of full registration with the Queensland College of Teachers (QCT), as provided by clause 7.7.2 of this Agreement.

- (b) Teachers classified as Proficient 4 as at 30 June 2018 will have a new anniversary date of 1 July.

S2.4.4 Examples of transition

The following examples are identified to provide concrete examples of transition in certain circumstances. These examples provide enforceable interpretations of the circumstances described.

- (a) Example 1

- (i) A teacher who commenced employment prior to 1 July 2018, and who is classified at Graduate 2 level as at 30 June 2018 (but has not yet gained full registration with the QCT), will transition to the *Graduate* level of the new scale and progress to *Proficient 1* after twelve months' teaching service.
- (ii) A teacher who commenced employment on or after 1 July 2018, and is classified as *Graduate*, will progress to *Proficient 1* on gaining full registration with the QCT.

- (b) Example 2

A teacher who is classified at *Graduate 2* level as at 30 June 2018 and who has previously met the requirements for full registration with the QCT will transition to *Proficient 1* on the new scale, and will acquire a new anniversary date (1 July). They will then progress to *Proficient 2*, on 1 July 2019.

- (c) Example 3

A teacher who is classified at *Proficient 1* as at 30 June 2018 will transition to *Proficient 1* on the new scale on 1 July and will then progress to *Proficient 2* on their anniversary date (which falls on or after 1 July 2018).

- (d) Example 4

A teacher who is classified as *Proficient 3* as at 30 June 2018, will transition to *Proficient 3*, and will progress to *Proficient 4* on their anniversary date (which falls on or after 1 July 2018).

- (e) Example 5

A teacher who is classified at *Experienced 1* as at 30 June 2018 will transition to *Proficient 4* on 1 July 2018 and their anniversary date will be amended to be 1 July. They would remain on *Proficient 4* for one year (or equivalent for a part-time teacher) and then progress to *Proficient 5* on or after 1 July 2019.

- (f) Example 6

A teacher who is classified as *Experienced 2* as at 30 June 2018 will transition to *Proficient 4* and then progresses to *Proficient 5* on their anniversary date (which falls on or after 1 July 2018).

- (g) Example 7

- (i) A teacher who is classified as *Experienced 5* as at 30 June 2018 will transition to *Proficient 7*.
- (ii) A teacher who is classified as *Proficient 7* will progress to *Proficient 8* after they have served two years at *Experienced 5* and/or *Proficient 7*. So as to remove doubt, it is recorded that such two years service may include a combination service at *Experienced 5* (prior to 30 June 2018) and at *Proficient 7* (after 30 June 2018).
- (iii) A teacher who is classified at *Proficient 7* on 1 July 2019 shall progress to *Proficient 8* after one year of satisfactory service. So as to remove doubt, it is

recorded that such one year of service will include service at Proficient 7 prior to 1 July 2019.

- (iv) A teacher who attains the classification of Proficient 7 after 1 July 2019, shall progress to Proficient 8 after one year of satisfactory service.
- (v) For the purpose of this example a year of service will be deemed, for a teacher other than a full time teacher, to be 1,200 hours of service.

(h) Example 8

A teacher who is classified as *Experienced 6* as at 30 June 2018 will transition to *Proficient 8*.

S2.5 Transition to the new classifications and scale for three year trained teachers

S2.5.1 Three year trained teachers will transition to the new classifications and scale as of 1 July 2018 as follows:

Classifications prior to 1 July 2018	Nominal wage rates for old classifications 1 July 2018	Classifications effective from 1 July 2018	Wage rates 1 July 2018
Step 1	58,424		
Step 2	60,041		
Step 3	62,058	Step 1	\$62,058
Step 4	64,187	Step 2	\$64,187
Graduate 2	70,080	Graduate	\$70 080
Proficient 1	73,506	Proficient 1	\$73 506
Proficient 2	76,996	Proficient 2	\$76 996
Proficient 3	80,618	Proficient 3	\$80 618
Experienced 1	83,944		
Experienced 2	87,390	Proficient 4	\$87 390
Experienced 3	90,876	Proficient 5	\$90 876
Experienced 4	93,031	Proficient 6	\$93 031
Experienced 5	97,296	Proficient 7	\$97 296
Experienced 5	97,296		
Experienced 6	100,936	Proficient 8	\$100 936

S2.5.2 The principles underlying the transition in 2.5.1 are:

- (a) There will be no disadvantage to any teacher.
- (b) The transition will maintain the wages cost parameters of the 2015-2019 Collective Enterprise Agreement prior to the introduction of the new classifications where possible.
- (c) Between Proficient 1 and Proficient 4 a teacher will not be at the same classification / remuneration level for more than one year. Between Proficient 4 and Proficient 8 a teacher will not be at the same classification/remuneration level for more than two years. There is an exception to the two year progression provision relating to progression from Proficient 7 where, for a temporary period expiring on 30 June 2019, up to four years service will be required. (See the Examples at clause S2.5.4) This principle is subject to clauses 7.1.4 and 7.1.5 of this Agreement.
- (d) The provisions of the 2015-2019 Collective Enterprise Agreement prior to the introduction of the new classifications will be maintained, except where varied by the translation provisions identified in this Schedule.

S2.5.3 Conditions applicable to the new classifications and scale

- (a) Teachers will only progress to Proficient 1 once they meet the requirements of full registration with the Queensland College of Teachers (QCT), as provided by clause 7.7.2 of this Agreement.

- (b) Teachers classified as Proficient 4 as at 30 June 2018 will have a new anniversary date of 1 July.

S2.5.4 Examples of transition

The examples set out at clause S2.3.4 also apply to a three year trained teacher, with the exception of examples 7 (ii) and 7 (iii). The provisions replacing 7 (ii) and 7 (iii) are shown at paragraphs (a) and (b) respectively below. The examples provide enforceable interpretations of the circumstances described.

- (a) A three year trained teacher who is classified as Proficient 7 will progress to Proficient 8 after they have served four years at Experienced 5 and/or Proficient 7. So as to remove doubt, it is recorded that such four years service may include a combination service at Experienced 5 (prior to 30 June 2018) and at Proficient 7 (after 30 June 2018). (This is subject to clauses 7.1.4 and 7.1.5 of this Agreement.)
- (b) A three year trained teacher who is classified at Proficient 7 on 1 July 2019 shall progress to Proficient 8 after two years of satisfactory service. So as to remove doubt, it is recorded that such two years of service will include service at Proficient 7 prior to 1 July 2019. (This is subject to clauses 7.1.4 and 7.1.5 of this Agreement.)

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ELIZABETH MOHLE

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BRANCH SECRETARY

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