

DECISIONS OF COUNCIL

9 SEPTEMBER 2023

The minutes of 5 August 2023 were confirmed.

1. SALARIES AND WORKING CONDITIONS

The Crown Employees (Teachers in Schools and related Employees) Salaries and Conditions Award

Council congratulates the membership for its determined campaigning, which delivered a significant breakthrough in salaries as reflected in the Heads of Agreement negotiated between Federation and the Government. This includes the withdrawal of the Government's proposed four-year agreement imposing a 2.5 per cent per annum wage cap in years two, three and four.

Council notes the key elements of the Heads of Agreement represent a **variation** to the existing award in these terms:

1. Effective 9 October, 2023:
 - NSW beginning teachers and top of the scale teachers will be the highest paid teachers in Australia. This will be achieved by converting the existing five (5) band salary scale (where Band 1.0 and Band 2.0 are of two years duration) to a scale containing seven (7) annual steps
 - The starting salary for a teacher in NSW will increase from \$75,791 to \$85,000 and the salary for a top of the scale teacher will increase from \$113,042 to \$122,100. All teachers will move to a new higher paying step and will maintain their incremental service balance for future salary progression purposes
 - The salary of teachers in promotions positions and non-school based teachers will be increased by 8 per cent*
 - The school counselling service will be paid according to a new salary scale consisting of five (5) annual steps.
Namely:
 - School counsellors at band 2.3, senior psychologists education and leaders psychology practice will have their salaries adjusted to establish parity with head teachers/assistant principals, deputy principals and P1 principals, respectively.
 - School counsellors at bands 1 to 2.2 will move to a new higher-paying step on the salary scale where the salary of the top step is equivalent to head teachers/assistant principals
 - Casual teacher rates will be adjusted from a two-step scale to a three-step scale linked to the steps 1, 3 and 5 of the new salary scale. The new casual teacher step 3 will apply to teachers who have more than four years FTE experience
 - Casual school counsellor rates will continue to be a two-step scale, paid at the same rate as steps 2 and 3 of the casual teacher scale
 - Award-based allowances will be increased by 4 per cent.
2. A commitment to ongoing negotiations regarding:

- Workload including the nature of the work, flexible arrangements, the right to disconnect and teaching loads
 - non award-based allowances
 - principal classification structure.
3. The term of the award will be extended until 8 October, 2024.
 4. Federation and the Department will negotiate a new three-year consent award to commence at the end of the varied award.

Action

Council endorses the Heads of Agreement and calls on Senior Officers to take all steps necessary for its immediate implementation and to ensure a smooth application of the gains made.

**Increase for step 7 is 8.01 per cent.*