

February 2010

## WELCOME

This is the first issue for 2010 of the Independent Education Union of Australia-Queensland and Northern Territory (IEUA-QNT) Branch's ELICOS Update, the email newsletter for ELICOS, International and Business College members.

This newsletter will be distributed regularly by email to current IEUA-QNT members.

ELICOS Update, will contain articles about issues of concern to ELICOS members, date claimers for upcoming events and helpful information for members in the sector.

If a colleague is not on the mailing list and wishes to receive ELICOS updates, please get in touch via

[elicos@qieu.asn.au](mailto:elicos@qieu.asn.au)

## MODERN AWARD

From 1 January 2010, The Teachers (English Colleges) Award 1999, will be replaced by the new "modern," award, the Educational Services (Post Secondary Education) Award 2010.

This award contains different pay rates to the previous award, although phasing - arrangements will vary depending on the award status of your college.

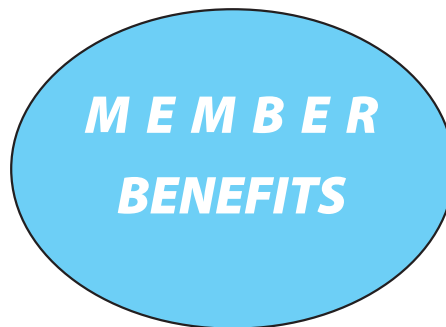
Two fact sheets are attached to this update to assist members in ascertaining their correct rate of pay.

For more information please contact your organiser on (07) 3839 7020.

## COLLECTIVE BARGAINING

Members in the ELICOS Sector would be aware that the new Modern Award does not provide significant enhancements over previous wage rates.

Further, the new award does not provide members with paid parental leave, adequate time for marking and preparation or clarity around hours of duty.



As part of your membership to IEUA-QNT you have access to Member Services Officers and Industrial Services Officers who can provide you with expert help on issues or problems that may arise in your workplace.

The role of the Member Services Officer is to provide a variety of independent advice, information and support to members using industry specific knowledge of various awards, agreements, legislation, policies and subject matters pertaining to a variety of sectors. Industrial Services Officers provide specific support to members in the development of appropriate responses to individual and workplace issues.

If you require the services of a Membership Services Officer or an Industrial Services Officer please contact the IEUA-QNT office on Freecall 1800 177 937 and ask to speak to a Member Services Officer who will direct your enquiry to the appropriate officer.

## ME BANK

ME Bank's combined network of unions and Industry Superannuation Funds provides strength. ME Bank's success demonstrates that the alliance with superannuation funds and unions can build an alternative financial services institution that provides competition to the dominant major banks.

By banking with ME Bank, customers support their superannuation fund and union.

ME Bank offers a small suite of products which avoids the complexity of too much choice.

ME Bank's products do not have hidden fees or honeymoon rates designed to induce or trick customers.

There is more information on [www.mebank.com.au](http://www.mebank.com.au)



**MembersEquity  
Bank**  
The Super Funds Bank

## Q-BIZ

The first 2010 edition of the IEUA- QNT ELICOS member newsletter Q-Biz will be out soon. For article suggestions, date claimers or other enquiries, please contact your organiser

The Q-Biz will have up-to-date information about the ELICOS sector as well as information about the next ELICOS Industry Network (EIN) meeting.

Information on ELICOS Member Training Days will also be available.

INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND & NORTHERN TERRITORY BRANCH



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## ELICOS UPDATE

### How to calculate your pay level

On 1 January 2010 the Federal Government introduced a new award that affects the pay and conditions of ELICOS workers.

The Educational Services (Post Secondary) Award has changed the amount that many people in the industry will be paid. This briefing will help to give you a breakdown of your classification and wage level. **These increases are being phased in for many colleges so to find out the specific details for your college or if you have any further questions, please contact IEUA-QNT – the ELICOS union on (07) 3839 7020.**

#### How am I classified?

There are four categories for teachers based on qualifications – A to D.

#### CATEGORY A

- ❖ A teacher who has a degree and diploma of education or equivalent and either a diploma in TESOL (e.g. Dip SRA, Grad Dip TESOL); or a postgraduate diploma in applied linguistics, languages other than English (LOTE), or multicultural education.

#### CATEGORY B

- ❖ A teacher who has a degree and diploma of education or equivalent plus a recognised TESOL certificate; or a degree and diploma including LOTE/TESOL method.

#### CATEGORY C

- ❖ A teacher who has with a degree/diploma (three year minimum) plus a recognised TESOL certificate; or a degree/diploma (three year minimum) including LOTE/TESOL method.

#### CATEGORY D

- ❖ other qualifications not provided for above and or/expected to acquire TESOL qualifications.

#### What about the experience that I bring to the position?

Once you have ascertained your category based on your qualifications, as an A, B, C or D teacher, your experience will then move you up the salary levels.

The following shows how your experience will move you along the salary levels:

- ❖ One level for each year of full-time TESOL teaching to a class of no less than five adults in Australia;
- ❖ One level for each year of full-time TESOL teaching to secondary students;
- ❖ One level for each two years of full-time teaching of other subjects including other languages up to a maximum of three levels.
- ❖ If you have worked for less than a full year, you will be accredited with pro-rata experience as long as the number of weeks worked over the 12 month period is equal to the number of weeks normally required of a full-time teacher at the same institution
  - Eg: if you have taught at a school where full-time teachers work 48 weeks a year and you have worked 24, you will need to work for another 24 weeks in order to increase a pay level.

### What salary am I paid?

There are 12 levels that a teacher can be placed on. This depends on what category teacher you are.

**Category A** starts on Level 4 and progresses to Level 12 of the salary levels.

**Category B** starts on Level 3 and progresses to Level 12 of the salary levels.

**Category C** starts on Level 2 and progresses to Level 12 of the salary levels.

**Category D** starts on Level 1 and progresses to Level 9 of the salary levels.

Level	Casual rate	Daily rate	Annual rate
Level 1	36.00	179.94	37 570.45
Level 2	36.48	182.42	38 089.50
Level 3	37.23	186.16	38 869.40
Level 4	37.99	189.93	39 657.10
Level 5	39.57	197.87	41 316.00
Level 6	40.63	203.17	42 421.90
Level 7	41.60	208.00	43 428.75
Level 8	42.66	213.29	44 534.70
Level 9	43.72	218.61	45 645.85
Level 10	45.10	225.48	47 080.40
Level 11	46.38	231.88	48 415.90
Level 12	47.50	237.52	49 594.85

*Please note that these rates were applicable from 1<sup>st</sup> January 2010.*

### How do I proceed through the salary levels once employed?

- ❖ Full-time ongoing and fixed-term contract teachers will progress annually through the salary levels.
- ❖ Part-time ongoing and fixed-term contract teachers will progress pro rata based on a proportional calculation.
- ❖ Eg:  $\frac{\text{number of contact hours you have completed}}{\text{number of contact hours for a full-time teacher}}$
- ❖ Casual teachers will progress one level for every 800 contact hours they complete.

### What is casual loading?

The daily rates and hourly rates in the *Education Services (Post Secondary Education) Award 2010* have a 25% loading applied to them. This loading is designed to compensate the employee for the following:

- ❖ no annual leave entitlement
- ❖ no annual leave loading entitlement
- ❖ no sick leave entitlement
- ❖ the precarious nature of casual employment

### Improving wages

Many colleges are now receiving rates higher than those listed in this fact sheet, through Collective Bargaining.

To discuss when your college will implement the changes, Collective Bargaining or to find out more about the new Modern Award please contact your union on (07) 3839 7020 and speak to your ELICOS organiser or email IEUA-QNT on [elicos@qieu.asn.au](mailto:elicos@qieu.asn.au).

**SUPPORT YOUR COLLEAGUES  
IN CONTINUING TO ENHANCE YOUR CONDITIONS  
BY JOINING YOUR UNION**



# ELICOS Update

Monday, 15 January 2010

Ref:GT0001CR

## Quick Facts:

- Changes to Wages from 1 January 2010
- Colleges will implement the changes at different times.
- To discuss when your changes will come into place or ways to improve your wages and conditions contact your Union

**IEUA-QNT**  
**The ELICOS Union**

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Authorised by IEUA-QNT  
Secretary,  
Terry Burke

## Changes To Award Wage Rates

From 1 January 2010 the federal government has implemented a new award that affects wages and conditions in the ELICOS sector. Workers will remain on their current classification level under the Educational Services (Post Secondary Education) Award, however wage rates will change as outlined below. **In some colleges, new wages will be phased in across the next four years. Others are entitled to the increases immediately, depending on your college's award status. To find out how these changes affect you, please contact your organiser.**

CHANGES TO WAGES SCHEDULE						
FULL TIME WAGES			DAILY RATE			
Step	Old Rate	New Rate	Step	Old Rate	New Rate	
1	\$37,565	<b>\$37,570.45</b>	1	179.91	<b>179.94</b>	
2	\$38,085	<b>\$38,089.50</b>	2	182.40	<b>182.42</b>	
3	\$38,870	<b>\$38,869.40</b>	3	186.16	<b>186.16</b>	
4	\$39,656	<b>\$39,657.10</b>	4	189.92	<b>189.93</b>	
5	\$41,316	<b>\$41,316.00</b>	5	197.87	<b>197.87</b>	
6	\$42,422	<b>\$42,421.90</b>	6	203.17	<b>203.17</b>	
7	\$43,425	<b>\$43,428.75</b>	7	207.98	<b>208.00</b>	
8	\$44,532	<b>\$44,534.70</b>	8	213.28	<b>213.29</b>	
9	\$45,646	<b>\$45,645.85</b>	9	218.61	<b>218.61</b>	
10	\$47,079	<b>\$47,080.40</b>	10	225.48	<b>225.48</b>	
11	\$48,413	<b>\$48,415.90</b>	11	231.86	<b>231.88</b>	
12	\$49,591	<b>\$49,594.85</b>	12	237.51	<b>237.52</b>	

CASUAL RATES						
Step	Old Rate	New Rate	Step	Old Rate	New Rate	
1	32.52	<b>36.00</b>	7	38.95	<b>41.60</b>	
2	33.68	<b>36.48</b>	8	40.11	<b>42.66</b>	
3	34.62	<b>37.23</b>	9	41.17	<b>43.72</b>	
4	35.56	<b>37.99</b>	10	42.32	<b>45.10</b>	
5	36.72	<b>39.57</b>	11	43.48	<b>46.38</b>	
6	37.88	<b>40.63</b>	12	44.69	<b>47.50</b>	

To improve your wages and conditions please call your union on (07) 3839 7020 or email [elicos@qieu.asn.au](mailto:elicos@qieu.asn.au).

**Your Union - Your Voice**