



**Australian Community Services Employers Association
Queensland
Union of Employers**

Employer Update
Stop Press
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Circular 01/05

In an attempt to bring you up to date with the latest Industrial Relations developments which affect your business, we wish to advise our members that effective from 4th April 2005, the following amendments to the Early Childhood Certified Agreement - 2003 have been agreed and now form part of the existing Early Childhood Certified Agreement – 2003.

This decision was gazetted late on Friday 2nd April 2005. If there is any doubt about these changes and how they affect you please do not hesitate to contact us on 3852 5177.

Senior Teacher

- 3.2.1 An employee who satisfies the criteria identified in clause 3.2.2 will be entitled to apply for the classification of Senior Teacher.
- 3.2.2 (a) One year's employment on Band 3 Step 4; and
(b) Completion of three (3) days professional development, in their own time, in each of the three (3) years preceding the application for Senior Teacher; and
(c) Provision, on request, of a portfolio professional development activities undertaken; and
(d) A commitment to continue to participate in professional development.
- 3.2.3 An employee who satisfies the criteria listed in clause 3.2.2 will be appointed by the employer to the Senior Teacher classification.
- 3.2.4 A Teacher appointed to the Senior Teacher classification will be paid an allowance at the rate of \$94.40 per fortnight. This allowance will be adjusted in line with wage increases for Teachers covered by this agreement.

OTHER ISSUES

4.1 Salary Sacrifice

- 4.1.1 An employee will be entitled to salary sacrifice a portion of their salary to any benefit which does not attract a Fringe Benefit Tax liability.
- 4.1.2 Where a salary sacrifice arrangement is entered into it will be recorded in writing.
- 4.1.3 Where such an arrangement is entered into, the employee's total salary shall be reduced by an amount equivalent to that nominated in the arrangement.
- 4.1.4 The employee's salary used to calculate superannuation contributions, leave loading, annual leave or vacation entitlements, long service leave, severance and termination payment entitlements, will be the gross base salary as per Schedule 1 – Wages of this Agreement the employee would receive if not taking part in the salary packaging arrangement.
- 4.1.5 Salary packaging arrangements may be altered once per annum.
- 4.1.6 The employer reserves the right to outsource the administration of salary packaging arrangements to a provider appointed by the employer.
- 4.1.7 The employer will meet the cost associated with salary sacrifice to superannuation.
- 4.1.8 The employee may be required to meet the cost of salary sacrifice arrangements to benefits other than superannuation.

When completing your DECKAS funding applications, please ensure that you specify the "senior teacher rate" where applicable.

Please find attached a copy of both the most recent pay rate and the Senior Teacher rates for your files, Treasurer, and Pay person.

Please Note:

Employees in Early Childhood Education are covered by a Certified Agreement which is made between the ACSEA (on behalf of its members) and the QIEU. The intention of the parties at the time the agreement was made was that an employer who was not a member of the ACSEA would not be covered by the Certified Agreement. This has been confirmed by QIEU.

An example of the difference in the Award verses Certified Agreement wages is, Band 3 Step 4 Teacher \$1,769.10 per fortnight (Award), \$2273.00 per fortnight (CA currently) and \$2352.60 per fortnight (CA as of 1 July 2005).