

[2007 Salary On-costs \(pdf\)](#) **NOTE:** These On-costs are applicable in 2008.

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Teachers Salary Rates And Allowances

ELICOS and Learning Support Salaries

Classification	Step	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Head Teacher	01	67,655	69,008	70,388	71,796	73,232	74,697	76,191
	02	68,924	70,302	71,709	73,143	74,606	76,098	77,620
	03	70,213	71,617	73,050	74,511	76,001	77,521	79,071
Teacher	01	41,505	42,335	43,182	44,045	44,926	45,825	46,741
	02	43,761	44,636	45,529	46,440	47,368	48,316	49,282
	03	46,014	46,934	47,873	48,830	49,807	50,803	51,819
	04	48,271	49,236	50,221	51,226	52,250	53,295	54,361
	05	50,527	51,538	52,568	53,620	54,692	55,786	56,902
	06	52,779	53,835	54,911	56,009	57,130	58,272	59,438
	07	55,035	56,136	57,258	58,404	59,572	60,763	61,978
	08	57,290	58,436	59,605	60,797	62,013	63,253	64,518
	09	59,545	60,736	61,951	63,190	64,453	65,742	67,057
	10	61,801	63,037	64,298	65,584	66,895	68,233	69,598

International Foundation and Newstep Salaries

Classification	Step	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Head Teacher	01	69,173	70,556	71,968	73,407	74,875	76,373	77,900
Teacher	01	44,649	45,542	46,453	47,382	48,330	49,296	50,282
	02	46,537	47,468	48,417	49,385	50,373	51,381	52,408
	03	49,051	50,032	51,033	52,053	53,094	54,156	55,239
	04	51,567	52,598	53,650	54,723	55,818	56,934	58,073
	05	53,455	54,524	55,615	56,727	57,861	59,019	60,199
	06	55,970	57,089	58,231	59,396	60,584	61,795	63,031
	07	58,485	59,655	60,848	62,065	63,306	64,572	65,864
	08	60,373	61,580	62,812	64,068	65,350	66,657	67,990
	09	62,887	64,145	65,428	66,736	68,071	69,432	70,821

Casual Salary Rates

ELICOS and Learning Support

	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
S1 - Casual Contact Teaching Rate (1 contact hour and 1 hour duties associated with teaching)	59.60	60.79	62.01	63.25	64.51	65.80	67.12
S2 - Casual Non-Teaching Rate (per hour worked)	29.81	30.41	31.01	31.63	32.27	32.91	33.57

International Foundation and Newstep

	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
F12 - Casual Contact Teaching Rate (1 contact hour and 2 hours duties associated with teaching)	78.34	79.91	81.50	83.13	84.80	86.49	88.22
F13 - Casual Non-Teaching Rate (per hour worked)	39.18	39.96	40.76	41.58	42.41	43.26	44.12

NOTES: Any duties that a casual International Foundation or Newstep staff member is required to perform in addition to or separate from teaching for which the Contact Teaching Rate is paid, will be paid at the Casual Non-Teaching Rate. These duties may include: setting and/or marking of subject or course-wide examinations, essays or assessment tasks; activities associated with the coordination of subjects; attendance at meetings; curriculum development; developing assessment programs; and preparation of substantial subject guides or reading lists.

Where a casual staff member is required to teach students in the course of an excursion or study tour, these hours will be paid at the appropriate contact hour or tuition rate. All other hours worked will be paid at the appropriate non-teaching rate for ELICOS and Learning Support, International Foundation and Newstep, or for Non-Tertiary Music Teachers the other duties rate. Where a staff member is required to work outside the span of hours identified in Hours of Work - Clause 31, overtime rates will be paid.

Non-Tertiary Music Teachers Salary Rates

	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
M5 - Tuition * (1 tuition hour and 1 hour duties associated with tuition)	50.38	51.39	52.42	53.47	54.54	55.63	56.74
M9 - Other Duties ** (per hour worked)	25.19	25.70	26.21	26.73	27.27	27.81	28.37
M7 - Musical Accompaniment *** (1 accompaniment hour and 1 hour duties associated with accompaniment)	50.38	51.39	52.42	53.47	54.54	55.63	56.74
M8 - Musical Accompaniment and Other Duties **** (per hour worked)	25.19	25.70	26.21	26.73	27.27	27.81	28.37

* **“Tuition”** means one on one or class instrumental or vocal tuition or classroom tuition in early childhood music or musicianship or the tuition of an ensemble group and includes up to one hour of duties associated with tuition. **“Duties associated with tuition”** means time spent consulting with students or parents, lesson preparation, marking or student performance assessment, administration, attending meetings and the supervision of excursions or study tours.

** **“Other duties”** means supervision of student excursions or study tours, including orchestral or band tours or student performances approved by the Director, meetings called by the Conservatorium or the University or any administration, preparation, student consultation, marking or performance assessment required to be performed in addition to the one hour of duties associated with tuition.

*** **Musical Accompaniment** where the accompanist is required to accompany students in public concerts and studio recitals authorised by management, the rate of pay will recognise preparation, rehearsal and performance. For Performance of major works requiring considerable preparation and/or performance time, payment for additional hours are to be decided by the Director.

**** **Musical Accompaniment and Associated Duties** (involves playing for rehearsals of choirs or other ensembles, where directed by management).

Allowances

Program Coordinator Allowance

	1/10/06 1.8%	1/3/07 2%	1/10/07 2%	1/3/08 2%	1/10/08 2%	1/3/09 2%	1/5/09 2%
Program Coordinator Rate = Head Teacher Rate + Loading							
\$ per year	3,542	3,613	3,685	3,759	3,834	3,911	3,989

First Aid Allowance

When a staff member is appointed by the University to be responsible for first-aid facilities, injury records and providing first-aid to other staff members and/or students, that staff member will be paid an allowance at the rate of \$10.00 per week as varied from time to time, during the period of appointment provided that the staff member possesses a current first-aid certificate of the St. John Ambulance Association or an equivalent first-aid qualification.