

TAFE Teachers' Salaries and Casual Rates

Revised November 2020

Tasmania - TAFE			
Expiry: 30/6/2021	01-Mar-20	01-Mar-21	
	2.30%	2.30%	
Band 1			
Level 1	-	-	
Level 2	\$68,574	\$70,151	
Level 3	\$75,046	\$76,772	
Level 4	\$79,121	\$80,941	
Level 5	\$82,981	\$84,889	
Level 6	\$87,253	\$89,260	
Level 7	\$91,694	\$93,802	
Level 8*	\$95,949	\$98,156	
Level 9	\$99,269	\$101,552	
Band 2			
Level 1	\$107,524	\$109,998	
Level 2	\$112,411	\$114,997	
Band 3			
Level 1	\$107,524	\$109,998	
Level 2	\$114,393	\$117,024	
Level 3	\$120,340	\$123,107	
Level 4	\$129,288	\$132,261	
Level 5	\$137,246	\$140,402	
Level 6	\$142,275	\$145,547	
Level 7	\$146,942	\$150,321	
Level 8	\$152,576	\$156,086	
* Top of annual incremental scale. Access to Level 9 (AST 1) is via process prescribed in the Award			
Casual	01-Mar-20	01-Mar-21	
	2.30%	2.30%	
Sessional Employee 1	\$69.07	\$70.66	
(Salary Scale Teacher Band 1 Level 3)			
Sessional Employee 2	\$72.82	\$74.49	
(Salary Scale Teacher Band 1 Level 4)			
Sessional Employee 3	\$76.38	\$78.13	
(Salary Scale Teacher Band 1 Level 5)			
Sessional Employee 4	\$80.31	\$82.15	
(Salary Scale Teacher Band 1 Level 6)			
Sessional Employee 5	\$84.39	\$86.33	
(Salary Scale Teacher Band 1 Level 7)			
Sessional Employee 6	\$88.31	\$90.34	
(Salary Scale Teacher Band 1 Level 8)			
Sessional Employee 7	\$91.35	\$93.46	
(Salary Scale Teacher Band 1 Level 9)			
Source: TasTAFE Teaching Staff Industrial Agreement 2019			

South Australia - TAFE			
Expiry: 20/10/2019	01-Oct-18		
	2.5%		
Lecturer Assistant			
Step 1	\$61,492		
Step 2	\$65,048		
Step 3	\$68,615		
Step 4	\$72,195		
Step 5	\$75,927		
Lecturer			
New	\$81,253		
Lecturer (Transitional 4)	\$86,581		
Lecturer	\$94,933		
Accomplished	\$98,665		
Accomplished (Grandparented)	\$102,381		
Senior	\$108,009		
Principal	\$114,135		
EMA 1	\$107,377		
EMA 2	\$121,034		
EMB	\$133,523		
EMC	\$142,973		
Casual Rates*			
HPI Class IV	\$59.40		
HPI Class III	\$90.35		
HPI Class II	\$116.95		
HPI Class I – Min	\$121.15		
– Max	\$170.75		
	EA2016		
* Minimum teaching rate is Class III.			
Source: TAFE SA Enterprise Agreement 2016			

Victoria - TAFE									
Multi-site EA					Victoria Uni EA				
Expiry: 11/10/2022	01-May-20	01-Nov-20	01-May-21	01-Nov-21	Expiry: 30/6/2022	01-Jan-20	01-Jan-21	01-Jan-22	
	2.70%	2.70%	2.70%	2.70%		5.40%	5.40%	2.55%	
Teacher Class					Teacher Class				
L1.1	\$71,107	\$73,027	\$74,999	\$77,024	T3.1	\$77,257	\$81,429	\$83,505	
L1.2	\$75,510	\$77,549	\$79,642	\$81,793	T3.2	\$83,041	\$87,526	\$89,758	
L2.1	\$77,085	\$79,167	\$81,304	\$83,499	T4.1	\$85,233	\$89,835	\$92,126	
L2.2	\$82,857	\$85,094	\$87,391	\$89,751	T4.2	\$90,695	\$95,592	\$98,030	
L2.3	\$85,043	\$87,339	\$89,697	\$92,119	T5.1	\$94,328	\$99,421	\$101,957	
L3.1	\$90,493	\$92,937	\$95,446	\$98,023	T5.2	\$97,963	\$103,253	\$105,886	
L3.2	\$94,119	\$96,660	\$99,270	\$101,950	T6	\$101,043	\$106,499	\$109,215	
L3.3	\$97,744	\$100,383	\$103,094	\$105,877	SE1	\$101,043	\$106,499	\$109,215	
L3.4	\$100,818	\$103,540	\$106,335	\$109,207	SE2	\$104,124	\$109,746	\$112,545	
EM1	\$103,893	\$106,698	\$109,578	\$112,537	SE3	\$107,203	\$112,992	\$115,874	
EM2	\$106,964	\$109,853	\$112,819	\$115,865	SE4	\$110,376	\$116,336	\$119,303	
EM3	\$110,131	\$113,104	\$116,158	\$119,294					
Casual					Casual				
Teaching Duties					Teaching	\$77.32	\$81.50	\$83.57	
Level 1	\$74.22	\$76.23	\$78.28	\$80.40	Non-Teaching	\$52.54	\$55.38	\$56.79	
Level 2	\$77.15	\$79.23	\$81.37	\$83.57					
Level 3	\$80.18	\$82.34	\$84.57	\$86.85					
Non-teaching duties					Source: Victoria University Vocational Teacher Enterprise Agreement 2019				
Level 1	\$50.46	\$51.82	\$53.22	\$54.65					
Level 2	\$52.43	\$53.84	\$55.30	\$56.79					
Level 3	\$54.47	\$55.95	\$57.46	\$59.01					
Note: * A separate enterprise agreement operates for Victoria University & different administrative arrangements operate at the other Vic dual sector universities.									
Source: Victorian TAFE Teaching Staff Agreement 2018									

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Queensland - TAFE										
TAFE Qld									Central Qld Uni	
Expiry: 30/06/2023	01-Jul-19		01-Jul-21		01-Jan-22		01-Jul-22		Expiry: 20/06/2021	30-Jul-20
	2.50%		2.50%		2.50%		2.50%			2%
Tutors	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual	Tutors	
Foundation Educator	\$2,039.10	\$53,016.60	\$2,090.08	\$54,342.02	\$2,142.33	\$55,700.57	\$2,195.89	\$57,093.08	Step 1	\$52,698.34
Step 1	\$2,096.10	\$54,498.60	\$2,148.50	\$55,861.07	\$2,202.22	\$57,257.59	\$2,257.27	\$58,689.03	Step 2	\$54,169.47
Step 2	\$2,175.50	\$56,563.00	\$2,229.89	\$57,977.08	\$2,285.63	\$59,426.50	\$2,342.78	\$60,912.16	Step 3	\$56,222.18
Step 3	\$2,263.40	\$58,848.40	\$2,319.99	\$60,319.61	\$2,377.98	\$61,827.60	\$2,437.43	\$63,373.29	Step 4	\$58,493.37
Senior Tutor 1	\$2,539.30	\$66,021.80	\$2,602.78	\$67,672.35	\$2,667.85	\$69,364.15	\$2,734.55	\$71,098.26	Step 5	\$61,219.22
Senior Tutor 2	\$2,645.10	\$68,772.60	\$2,711.23	\$70,491.92	\$2,779.01	\$72,254.21	\$2,848.48	\$74,060.57		
Grand-parented Tutor Step 5	\$2,368.70	\$61,586.20	\$2,602.80	\$67,672.80	\$2,667.87	\$69,364.62	\$2,734.57	\$71,098.74		
Teachers									Teachers	
Step 1	\$2,883.20	\$74,963.20	\$2,955.28	\$76,837.28	\$3,029.16	\$78,758.21	\$3,104.89	\$80,727.17	Step 1	\$71,201.85
Step 2	\$3,011.50	\$78,299.00	\$3,086.79	\$80,256.48	\$3,163.96	\$82,262.89	\$3,243.06	\$84,319.46	Step 2	\$74,513.45
Step 3*	\$3,141.90	\$81,689.40	\$3,220.45	\$83,731.64	\$3,300.96	\$85,824.93	\$3,383.48	\$87,970.55	Step 3	\$77,825.04
Step 4*	\$3,274.80	\$85,144.80	\$3,356.67	\$87,273.42	\$3,440.59	\$89,455.26	\$3,526.60	\$91,691.64	Step 4	\$81,193.86
Senior Teacher 1	\$3,406.60	\$88,571.60	\$3,491.77	\$90,785.89	\$3,579.06	\$93,055.54	\$3,668.54	\$95,381.93	Step 5	\$84,627.18
Senior Teacher 2	\$3,539.90	\$92,037.40	\$3,628.40	\$94,338.34	\$3,719.11	\$96,696.79	\$3,812.09	\$99,114.21	Step 6	\$88,033.45
Senior Teacher 3 **	-	-	-	-	\$3,811.90	\$99,109.40	\$3,907.20	\$101,587.14	Step 7	\$91,481.33
Leading Vocational Teacher									Leading Vocational Teacher	
Step 1(old)	\$3,628.20	\$94,333.20	\$3,718.91	\$96,691.53	\$3,811.88	\$99,108.82	-	-	Step 1	\$93,760.85
Step 2(old)/Step 1(new)	\$3,717.00	\$96,642.00	\$3,809.93	\$99,058.05	\$3,905.17	\$101,534.50	\$4,002.80	\$104,072.86	Step 2	\$96,060.13
Step 3(old)/Step 2(new)	\$3,805.40	\$98,940.40	\$3,900.54	\$101,413.91	\$3,998.05	\$103,949.26	\$4,098.00	\$106,547.99	Step 3	\$98,337.57
Step 3(new)***							\$4,200.50	\$109,213.00		\$100,304.32
LVT (Grandfathered Principal Teacher L1)										
Step 1	\$4,071.00	\$105,846.00	\$4,172.78	\$108,492.15	\$4,277.09	\$111,204.45	\$4,384.02	\$113,984.57		
Casual (hourly rates)									Casual (hourly rates)	
Teacher (contact)									Teacher (contact)	
8am-6pm M-F	\$66.29		\$67.94		\$69.64		\$71.38		8am-6pm M-F	\$91.22
6pm-8am M-F and Saturday (x 1.5)	\$99.43		\$101.91		\$104.46		\$107.07		6pm-8am M-F and Saturday (x 1.5)	\$128.20
Sundays (x 2)	\$132.57		\$135.88		\$139.28		\$142.76		Sundays (x 2)	\$170.93
Public Hols. (x 2.5)	\$165.71		\$169.86		\$174.10		\$178.46		Public Hols. (x 2.5)	\$213.67
Tutor									Tutor	
8am-6pm M-F	\$26.88		\$27.55		\$28.24		\$28.95		8am-6pm M-F	\$41.88
6pm-8am M-F and Saturday (x 1.5)	\$40.32		\$41.33		\$42.36		\$43.42		6pm-8am M-F and Saturday (x 1.5)	\$62.81
Sundays (x 2)	\$53.76		\$55.10		\$56.48		\$57.89		Sundays (x 2)	\$83.75
Public Hols. (x 2.5)	\$67.20		\$68.88		\$70.60		\$72.37		Public Hols. (x 2.5)	\$104.69
Adult Community Education Tutor	\$28.20		\$28.91		\$29.63		\$30.37			
Adult Community Education Teache	\$55.20		\$56.58		\$57.99		\$59.44			
Adult Community Education Lectur	\$50.50		\$51.76		\$53.06		\$54.38			
Adult Community Education Lectur	\$56.11		\$57.51		\$58.95		\$60.42			
Adult Community Education Lectur	\$69.19		\$70.92		\$72.69		\$74.51			
<p>* Movement of salary barrier to occur 1 January 2021</p> <p>** Senior Teacher 3 rate commences 1 January 2022</p> <p>** LVT Step 3(new) rate commences 1 January 2023</p> <p>Source: TAFE Queensland Educators Certified Agreement 2019</p>									<p>Source: Central Queensland University Enterprise Agreement 2017</p>	

TAFE Teachers' Salaries and Casual Rates

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Western Australia - TAFE		
Expiry: 15/12/2021	15-Dec-19	15-Dec-20
Annual increase	\$1,000	\$1,000
Lecturers/Counsellors		
Grade 1	\$75,204	\$76,204
Grade 2	\$78,295	\$79,295
Grade 3	\$81,517	\$82,517
Grade 4	\$84,502	\$85,502
Grade 5	\$87,599	\$88,599
Grade 6	\$90,815	\$91,815
Grade 7	\$94,152	\$95,152
Grade 8	\$97,614	\$98,614
Grade 9	\$101,211	\$102,211
Advanced Skills Lecturer		
ASL 1	\$104,943	\$105,943
ASL 2	\$108,816	\$109,816
Promotional Positions		
Principal Lecturer	\$112,838	\$113,838
Casual		
Level 1		
(ACE Programs)	\$52.25	\$52.91
Level 2		
(Certs I, II and III)	\$80.78	\$81.73
Level 3		
(Diplomas and above)	\$93.31	\$94.27
Level 4		
Non-delivery etc	\$64.87	\$65.53
Note: All rates (other than Casuals) increased by an additional 5% if employee takes up a Flexible Hours Arrangement. Source: Western Australian TAFE Lecturers' General Agreement 2019		

Australian Capital Territory - TAFE			
Expiry: 31/10/21	11-Jun-20	10-Dec-20	10-Jun-21
	1.35%	1.35%	1.35%
Teacher Level 1.1	\$76,459	\$77,492	\$78,538
Teacher Level 1.2	\$79,939	\$81,018	\$82,112
Teacher Level 1.3	\$83,413	\$84,539	\$85,680
Teacher Level 1.4	\$87,069	\$88,244	\$89,435
Teacher Level 1.5	\$90,891	\$92,118	\$93,361
Teacher Level 1.6	\$94,368	\$95,642	\$96,933
Teacher Level 1.7	\$98,019	\$99,343	\$100,684
Teacher Level 1.8	\$102,020	\$103,398	\$104,793
Teacher Level 2	\$108,975	\$110,446	\$111,937
Manager Education Level 1*	\$126,307	\$128,012	\$129,740
Manager Education Level 2* **	\$149,658	\$151,679	\$153,726
Senior Education Leader*	\$179,474	\$181,897	\$184,352
Casual			
Delivery / Inclusive rate (per hour)	\$97.67	\$98.99	\$100.32
Non Delivery / Standard rate (per hour)	\$61.68	\$62.52	\$63.36
<i>* These classifications have Annual Leave Loading incorporated. ** May be subject to an additional Responsibility Loading (cl 50). Source: ACT Public Sector Canberra Institute of Technology (Teaching Staff) Enterprise Agreement 2019-2021</i>			

New South Wales - TAFE	
Expiry: 3/02/2020	24-Nov-18
	2.5%
Teacher	
Step 10	\$84,664
Step 11	\$88,128
Step 12	\$91,604
Step 13	\$100,407
Special Program Coordinator	
Step 1	\$110,363
Step 2	\$114,881
Head Teacher (Old Classification)	
Step 1	\$110,363
Step 2	\$114,881
Head Teacher	
Band 1	\$110,363
Band 2	\$119,913
Senior Head Teacher (Old Classification)	
Step 1	\$119,913
Step 2	\$122,881
Senior Education Officer/Senior Counsellor	
Step 1	\$119,913
Step 2	\$122,881
Chief Education Officer	\$133,645
Quality Assurance Coordinator	\$141,084
Principal Education Officer/Program Manager	
/Curriculum Manager	\$149,733
Cluster Manager, Manager, Education and Training Resource Centre	\$160,697
Education Support Officer	\$72,774
Assessor	\$78,726
Head Teacher Band 3	\$137,463
Part-time Casual Teachers, Coordinators & Counsellors (hrly rate)	
Teaching Duties	\$82.75
Coordination/Consultancy	\$77.79
DOTTS	\$65.33
Counselling	\$66.58
Open Training & Education Network	
Contract Teaching Duties (per unit)	\$22.99
Source: TAFE Commission of NSW Teachers & Related Employees Enterprise Agreement 2016	

Northern Territory - TAFE			
Expiry: 30/06/21	Sep-20	Jun-21	
Common Academic Scale			
Annual % increase		2.15%	2.5%
Level A	St 1 ¹	\$66,865	\$68,536
	St 2	\$70,570	\$72,335
	St 3	\$74,279	\$76,136
	St 4	\$78,337	\$80,296
	St 5	\$81,003	\$83,028
	St 6 ²	\$84,131	\$86,234
	St 7	\$87,838	\$90,033
	St 8	\$90,970	\$93,244
	St 9 ²	\$95,026	\$97,401
	St 10	\$100,313	\$102,820
Level B	St 1	\$101,626	\$104,167
	St 2	\$105,665	\$108,306
	St 3	\$109,423	\$112,159
	St 4	\$112,060	\$114,861
	St 5	\$115,538	\$118,427
	St 6	\$120,157	\$123,161
Annual % increase		1.70%	2.40%
Level C	St 1	\$121,055	\$123,960
	St 2	\$124,491	\$127,479
	St 3	\$128,834	\$131,926
	St 4	\$131,366	\$134,518
	St 5	\$137,091	\$140,381
	St 6 ³	\$141,669	\$145,069
Annual % increase		0.75%	1.50%
Level D	St 1	\$143,092	\$145,239
	St 2	\$147,574	\$149,788
	St 3	\$152,056	\$154,337
	St 4	\$156,536	\$158,884
Level E		\$172,230	\$174,813
CASUAL LECTURERS			
VET Academic Scale			
Marking rate (A_St 2)	\$46.01	\$47.16	
PhD duties rate (A_St 8)	\$59.31	\$60.80	
Other duties rate (B_St 2)	\$68.90	\$70.62	
Notes: 1. Advancement between Levels is by promotion 2. Progression to Level A, Step 6 and Step 9 is by assessment. 3. VET positions generally not available beyond this point. Source: Charles Darwin University and Union Enterprise Agreement 2018			