

TAFE Teachers' Salaries and Casual Rates

Revised September 2022

Tasmania - TAFE	
Expiry: 30/6/2021	22-Mar-22
	2.35%
Band 1	Annual
Level 2	\$71,800
Level 3	\$78,576
Level 4	\$82,843
Level 5	\$86,885
Level 6	\$91,358
Level 7	\$96,007
Level 8*	\$100,463
Level 9	\$103,938
Band 2	
Level 1	\$108,260
Level 2	\$112,582
Band 3	
Level 1	\$112,582
Level 2	\$119,774
Level 3	\$126,001
Level 4	\$135,370
Level 5	\$143,702
Level 6	\$148,967
Level 7	\$153,855
Level 8	\$159,753
* Top of annual incremental scale.	
Access to Level 9 (AST 1) is via process prescribed in the Award	
Casual	22-Mar-22
	2.35%
Sessional Employee 1	\$72.32
<i>(Salary Scale Teacher Band 1 Level 3)</i>	
Sessional Employee 2	\$76.24
<i>(Salary Scale Teacher Band 1 Level 4)</i>	
Sessional Employee 3	\$79.96
<i>(Salary Scale Teacher Band 1 Level 5)</i>	
Sessional Employee 4	\$84.08
<i>(Salary Scale Teacher Band 1 Level 6)</i>	
Sessional Employee 5	\$88.36
<i>(Salary Scale Teacher Band 1 Level 7)</i>	
Sessional Employee 6	\$92.46
<i>(Salary Scale Teacher Band 1 Level 8)</i>	
Sessional Employee 7	\$95.66
<i>(Salary Scale Teacher Band 1 Level 9)</i>	
Source: TasTAFE Teaching Staff Industrial Agreement 2019	

Western Australia - TAFE	
Expiry: 15/12/2021	15-Dec-20
Annual increase	\$1,000
Lecturers/Counsellors	
Grade 1	\$76,204
Grade 2	\$79,295
Grade 3	\$82,517
Grade 4	\$85,502
Grade 5	\$88,599
Grade 6	\$91,815
Grade 7	\$95,152
Grade 8	\$98,614
Grade 9	\$102,211
Advanced Skills Lecturer	
ASL 1	\$105,943
ASL 2	\$109,816
Promotional Positions	
Principal Lecturer	\$113,838
Casual	
Level 1	
<i>(ACE Programs)</i>	
	\$52.91
Level 2	
<i>(Certs I, II and III)</i>	
	\$81.73
Level 3	
<i>(Diplomas and above)</i>	
	\$94.27
Level 4	
<i>Non-delivery etc</i>	
	\$65.53
by an additional 5% if employee takes up a Flexible Hours Arrangement.	
Source: Western Australian TAFE Lecturers' General Agreement 2019	

New South Wales - TAFE	
Expiry: 3/02/2020	01-Jul-21
	2.5%
Teacher	
Step 10	\$86,650
Step 11	\$90,195
Step 12	\$93,753
Step 13	\$102,762
Special Program Coordinator	
Step 1	\$112,952
Step 2	\$117,577
Head Teacher (Old Classification)	
Step 1	\$112,952
Step 2	\$117,577
Head Teacher	
Band 1	\$112,952
Band 2	\$117,577
Senior Head Teacher (Old Classification)	
Step 1	\$122,727
Step 2	\$125,764
Senior Education Officer/Senior Counsellor	
Step 1	\$122,727
Step 2	\$125,764
Chief Education Officer	\$136,781
Quality Assurance Coordinator	\$144,394
Principal Education Officer/Program Manager	
/Curriculum Manager	\$153,246
Cluster Manager, Manager, Education and	
Training Resource Centre	\$164,467
Education Support Officer	\$74,481
Assessor	\$80,573
Head Teacher Band 3	\$140,688
Part-time Casual Teachers, Coordinators & Counsellors (hrly rate)	
Teaching Duties	\$84.69
Coordination/Consultancy	\$79.61
DOTT	\$66.87
Counselling	\$68.14
Open Training & Education Network	
Contract Teaching Duties (per unit)	\$23.53
Source: TAFE Commission of NSW Teachers & Related Employees Enterprise Agreement 2021	

Northern Territory - TAFE	
Expiry: 30/06/21	Jun-21
Common Academic Scale	
Annual % increase	2.5%
Level A	St 1 ¹
	\$68,536
	St 2
	\$72,335
	St 3
	\$76,136
	St 4
	\$80,296
	St 5
	\$83,028
	St 6 ²
	\$86,234
	St 7
	\$90,033
	St 8
	\$93,244
	St 9 ²
	\$97,401
	St 10
	\$102,820
Level B	St 1
	\$104,167
	St 2
	\$108,306
	St 3
	\$112,159
	St 4
	\$114,861
	St 5
	\$118,427
	St 6
	\$123,161
Annual % increase	2.40%
Level C	St 1
	\$123,960
	St 2
	\$127,479
	St 3
	\$131,926
	St 4
	\$134,518
	St 5
	\$140,381
	St 6 ³
	\$145,069
Annual % increase	1.50%
Level D	St 1
	\$145,239
	St 2
	\$149,788
	St 3
	\$154,337
	St 4
	\$158,884
Level E	\$174,813
CASUAL LECTURERS	
VET Academic Scale	
Marking rate (A_St 2)	\$47.16
PhD duties rate (A_St 8)	\$60.80
Other duties rate (B_St 2)	\$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	

Australian Capital Territory - TAFE	
Expiry: 31/10/22	09-Jun-22
	1.35%
Teacher Level 1.1	\$80,673
Teacher Level 1.2	\$84,345
Teacher Level 1.3	\$88,008
Teacher Level 1.4	\$91,866
Teacher Level 1.5	\$95,901
Teacher Level 1.6	\$99,567
Teacher Level 1.7	\$103,420
Teacher Level 1.8	\$107,642
Teacher Level 2	\$114,979
Manager Education Level 1*	\$133,267
Manager Education Level 2* **	\$157,906
Senior Education Leader*	\$189,363
Casual	
Delivery / Inclusive rate (per hour)	\$103.05
Non Delivery / Standard rate (per hour)	\$65.08
* 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 2021-2022	

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South Australia - TAFE				
Expiry: 14/4/2025	14-Apr-22	14-Apr-23	14-Apr-24	14-Apr-25
	1.5%	1.5%	1.5%	1.5%
Lecturer Assistant				
Step 1	\$62,414	\$63,351	\$64,301	\$65,265
Step 2	\$66,024	\$67,014	\$68,019	\$69,040
Step 3	\$69,644	\$70,689	\$71,749	\$72,825
Step 4	\$73,278	\$74,377	\$75,493	\$76,625
Step 5	\$77,066	\$78,222	\$79,395	\$80,586
Lecturer				
New	\$82,472	\$83,709	\$84,965	\$86,239
Lecturer (Transitional 4)	\$87,880	\$89,198	\$90,536	\$91,894
Lecturer	\$96,357	\$97,802	\$99,269	\$100,758
Accomplished	\$100,145	\$101,647	\$103,172	\$104,719
Accomplished (Grandparented)	\$103,917	\$105,475	\$107,058	\$108,663
Senior	\$109,629	\$111,274	\$112,943	\$114,637
Principal	\$115,847	\$117,585	\$119,349	\$121,139
EMA 1	\$108,988	\$110,622	\$112,282	\$113,966
EMA 2	\$122,850	\$124,692	\$126,563	\$128,461
EMB	\$135,526	\$137,559	\$139,622	\$141,716
EMC	\$145,118	\$147,294	\$149,504	\$151,746
Casual Rates*				
HPI Class IV	\$60.29	\$61.20	\$62.11	\$63.04
HPI Class III	\$91.71	\$93.08	\$94.48	\$95.89
HPI Class II	\$118.70	\$120.48	\$122.29	\$124.13
HPI Class I – Min	\$122.97	\$124.81	\$126.68	\$128.58
– Max	\$173.30	\$175.90	\$178.54	\$181.22

* Minimum teaching rate is Class III.

Source: TAFE SA Enterprise Agreement 2022

Victoria - TAFE			
Multi-site EA		Victoria Uni EA	
Expiry: 11/10/2022	01-Nov-21	Expiry: 30/6/2022	01-Jan-22
	2.70%		2.55%
Teacher Class		Teacher Class	
L1.1	\$77,024	T3.1	\$83,505
L1.2	\$81,793	T3.2	\$89,758
L2.1	\$83,499	T4.1	\$92,126
L2.2	\$89,751	T4.2	\$98,030
L2.3	\$92,119	T5.1	\$101,957
L3.1	\$98,023	T5.2	\$105,886
L3.2	\$101,950	T6	\$109,215
L3.3	\$105,877	SE1	\$109,215
L3.4	\$109,207	SE2	\$112,545
EM1	\$112,537	SE3	\$115,874
EM2	\$115,865	SE4	\$119,303
EM3	\$119,294		
Casual		Casual	
Teaching Duties		Teaching	
Level 1	\$80.40	Non-Teaching	\$83.57
Level 2	\$83.57		\$56.79
Level 3	\$86.85		
Non-teaching duties		Source: Victoria University Vocational Teacher Enterprise Agreement 2019	
Level 1	\$54.65		
Level 2	\$56.79		
Level 3	\$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

Queensland - TAFE			
TAFE Qld		Central Qld Uni	
Expiry: 30/06/2023	01-Jul-22	Expiry: 20/06/2021	30-Jun-21
	2.50%		2%
Tutors		Tutors	
Foundation Educator	\$2,195.89	\$57,093.08	\$53,752.31
Step 1	\$2,257.27	\$58,689.03	\$55,252.86
Step 2	\$2,342.78	\$60,912.16	\$57,346.62
Step 3	\$2,437.43	\$63,373.29	\$59,663.24
Senior Tutor 1	\$2,734.55	\$71,098.26	\$62,443.60
Senior Tutor 2	\$2,848.48	\$74,060.57	
Grand-parented Tutor Step 5	\$2,734.57	\$71,098.74	
Teachers		Teachers	
Step 1	\$3,104.89	\$80,727.17	\$72,625.89
Step 2	\$3,243.06	\$84,319.46	\$76,003.72
Step 3*	\$3,383.48	\$87,970.55	\$79,381.54
Step 4*	\$3,526.60	\$91,691.64	\$82,817.73
Senior Teacher 1	\$3,668.54	\$95,381.93	\$86,319.72
Senior Teacher 2	\$3,812.09	\$99,114.21	\$89,794.11
Senior Teacher 3 **	\$3,907.20	\$101,587.14	\$93,310.96
Leading Vocational Teacher		Leading Vocational Teacher	
Step 1(old)	-		\$95,636.06
Step 2(old)/Step 1(new)	\$4,002.80	\$104,072.86	\$97,981.33
Step 3(old)/Step 2(new)	\$4,098.00	\$106,547.99	\$100,304.32
Step 3(new)***	\$4,200.50	\$109,213.00	
LVT (Grandfathered Principal Teacher L1)		Casual (hourly rates)	
Step 1	\$4,384.02	\$113,984.57	
Casual (hourly rates)		Casual (hourly rates)	
Teacher (contact)		Teacher (contact)	
8am-6pm M-F	\$71.38	8am-6pm M-F	\$93.05
6pm-8am M-F and Saturday (x 1.5)	\$107.07	6pm-8am M-F and Saturday (x 1.5)	\$130.76
Sundays (x 2)	\$142.76	Sundays (x 2)	\$174.35
Public Hols. (x 2.5)	\$178.46	Public Hols. (x 2.5)	\$217.94
Tutor		Tutor	
8am-6pm M-F	\$28.95	8am-6pm M-F	\$42.71
6pm-8am M-F and Saturday (x 1.5)	\$43.42	6pm-8am M-F and Saturday (x 1.5)	\$64.07
Sundays (x 2)	\$57.89	Sundays (x 2)	\$85.43
Public Hols. (x 2.5)	\$72.37	Public Hols. (x 2.5)	\$106.78
Adult Community Education Tutor	\$30.37		
Adult Community Education Teache	\$59.44		
Adult Community Education Lectur	\$54.38		
Adult Community Education Lectur	\$60.42		
Adult Community Education Lectur	\$74.51		

* Movement of salary barrier to occur 1 January 2021

** Senior Teacher 3 rate commences 1 January 2022

** LVT Step 3(new) rate commences 1 January 2023

Source: TAFE Queensland Educators Certified Agreement 2019

Source: Central Queensland University Enterprise Agreement 2017