

TAFE Teacher Salary/Remuneration Rates

Revised October 2018

ACT TAFE

Expiry: 30/06/2017	06-Apr-17
	[1.5%]
Teacher Level 1.1	\$70,519
Teacher Level 1.2	\$73,728
Teacher Level 1.3	\$76,932
Teacher Level 1.4	\$80,304
Teacher Level 1.5	\$83,829
Teacher Level 1.6	\$87,036
Teacher Level 1.7	\$90,404
Teacher Level 1.8	\$94,094
Teacher Level 2	\$100,508
Manager Education Level 1*	\$116,494
Manager Education Level 2*	\$138,031
Senior Education Leader*	\$165,530
Casual	
Delivery (per hour)	\$90.09
Non Delivery (per hour)	\$56.89

* These classifications all have Annual Leave Loading incorporated.

Source: ACT Public Service Canberra Institute of Technology (Teaching Staff) Enterprise Agreement 2013-2017

SA TAFE

Expiry: 20/10/2019	01-Oct-17	01-Oct-18
		[2.5%]
Lecturer Assistant		
Step 1	\$59,992	\$61,492
Step 2	\$63,461	\$65,048
Step 3	\$66,941	\$68,615
Step 4	\$70,434	\$72,195
Step 5	\$74,075	\$75,927
Lecturer		
New (L001)	\$79,271	\$81,253
Lecturer (Transitional 4) (L002)	\$84,469	\$86,581
Lecturer (L003)	\$92,618	\$94,933
Accomplished (L004)	\$96,259	\$98,665
Accomplished (L005)		
(Grandparented)	\$99,884	\$102,381
Senior (L006)	\$105,375	\$108,009
Principal (L007)	\$111,351	\$114,135
EMA 1	\$104,758	\$107,377
EMA 2	\$118,082	\$121,034
EMB	\$130,266	\$133,523
EMC	\$139,486	\$142,973
HPI Class IV	\$57.95	\$59.40
HPI Class III	\$88.15	\$90.35
HPI Class II	\$114.10	\$116.95
HPI Class I – Min	\$118.20	\$121.15
– Max	\$166.60	\$170.75

* Minimum teaching rate is Class III.

Source: TAFE SA Enterprise Agreement 2016

QLD - TAFE

	TAFE Qld	Central Qld Uni					
Expiry: 30/06/2019	01-Jul-18	30-Apr-15	2017	30-Sep-18	30-Aug-19	30-Jul-20	30-Jun-21
	[3%]	[2%]	[2%]	[2%]	[2%]	[2%]	[2%]
Tutors							
Step 1	\$51,901	\$47,498	\$49,658	\$50,652	\$51,665	\$52,698	\$53,752
Step 2	\$53,352	\$48,823	\$51,046	\$52,066	\$53,107	\$54,169	\$55,252
Step 3	\$55,373	\$50,673	\$52,980	\$54,039	\$55,119	\$56,222	\$57,347
Step 4	\$57,611	\$52,722	\$55,119	\$56,222	\$57,347	\$58,495	\$58,664
Step 5	\$60,291	\$55,175	\$57,689	\$58,842	\$60,018	\$61,219	\$62,442
Teachers							
Step 1	\$70,130	\$64,178	\$67,096	\$68,437	\$69,807	\$71,203	\$72,627
Step 2	\$73,388	\$67,158	\$70,217	\$71,620	\$73,053	\$74,514	\$76,003
Step 3	\$76,648	\$70,144	\$73,337	\$74,803	\$76,298	\$77,824	\$79,382
Step 4	\$79,970	\$73,180	\$76,509	\$78,041	\$79,601	\$81,192	\$82,815
Step 5	\$83,352	\$76,275	\$79,747	\$81,341	\$82,969	\$84,628	\$86,322
Step 6	\$86,706	\$79,349	\$82,956	\$84,615	\$86,309	\$88,036	\$89,797
Step 7	\$90,099	\$82,452	\$86,204	\$87,929	\$89,687	\$91,482	\$93,311
Leading Vocational Teacher							
Step 1	\$92,347	\$84,509	\$88,354	\$90,120	\$91,923	\$93,762	\$95,638
Step 2	\$94,608	\$86,579	\$90,519	\$92,330	\$94,177	\$96,061	\$97,891
Step 3	\$96,858	\$88,636	\$92,667	\$94,519	\$96,410	\$98,338	\$100,305
LVT (Grandfathered Principal Teacher L1)							
Step 1	\$99,111	\$90,701					
Step 2	\$101,373	\$92,769					
Step 3	\$103,617	\$94,823					
Educational Administrator Level 1							
Step 1		\$96,880					
Step 2		\$99,555					
Step 3		\$102,242					
Step 4		\$105,124					
Educational Administrator Level 2							
		\$108,041					
Educational Administrator Level 3							
		\$114,268					
Casual (hourly rates)							
Teacher							
8am-6pm M-F	\$89.76	\$82.15	\$85.96	\$87.68	\$89.43	\$91.22	\$93.04
Before 8/after 6 (M-F and all day Saturday)	\$134.66	\$123.22					
Sundays	\$179.53	\$164.29					
Public Hols.	\$224.49	\$205.37					
Tutor							
8am-6pm M-F	\$41.24	\$37.74	\$39.46	\$40.25	\$41.05	\$41.87	\$42.71
Before 8/after 6 (M-F and all day Saturday)	\$61.85	\$56.60					
Sundays	\$82.47	\$75.47					
Public Hols	\$103.12	\$94.34					
Adult Community Education Tutor	\$27.51						
Adult Community Education Teacher	\$53.84						
Adult Community Education Lecturer 1	\$48.97						
Adult Community Education Lecturer 2	\$54.37						
Adult Community Education Lecturer 3	\$67.50						

Source: TAFE Queensland Educators Certified Agreement 2016.

Source: University Admin Decision

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WA TAFE		
Expiry: 15/12/2019	15-Dec-17	15-Dec-18
	[\$1,000]	[\$1,000]
Lecturers/Counsellors		
Grade 1	\$73,204	\$74,204
Grade 2	\$76,295	\$77,295
Grade 3	\$79,517	\$80,517
Grade 4	\$82,502	\$83,502
Grade 5	\$85,599	\$86,599
Grade 6	\$88,815	\$89,815
Grade 7	\$92,152	\$93,152
Grade 8	\$95,614	\$96,614
Grade 9	\$99,211	\$100,211
Advanced Skills Lecturer		
ASL 1	\$102,943	\$103,943
ASL 2	\$106,816	\$107,816
Promotional Positions		
Principal Lecturer	\$110,838	\$111,838
Casual		
Level 1		
(ACE Programs)	\$50.97	\$51.58
Level 2		
(Certs I, II and III)	\$78.82	\$79.78
Level 3		
(Diplomas and above)	\$90.88	\$91.83
Level 4		
Non-delivery etc	\$59.58	\$60.20
Note : All rates (other than Casuals) increased by an additional 5% if employee takes up a Flexible Hours Arrangement. Source: The School Education Act Employees' (Teachers and Administrators) General Agreement 2017		

Tas TAFE		
Expiry: 30/06/2018	12-Jul-18	
Band 1		
Level 1	\$61,144	
Level 2	\$65,490	
Level 3	\$71,671	
Level 4	\$75,562	
Level 5	\$79,249	
Level 6	\$83,328	
Level 7	\$87,569	
Level 8*	\$91,634	
Level 9	\$94,804	
Band 2		
Level 1	\$102,689	
Level 2	\$107,356	
Band 3		
Level 1	\$102,689	
Level 2	\$109,248	
Level 3	\$114,928	
Level 4	\$123,473	
Level 5	\$131,072	
Level 6	\$135,876	
Level 7	\$140,333	
Level 8	\$145,714	
* Top of annual incremental scale. Access to Level 9 (AST 1) is via process		
Casual 12-Jul-18		
Sessional Employee 1	\$65.96	
(Salary Scale Teacher Band 1 Level 3)		
Sessional Employee 2	\$69.54	
(Salary Scale Teacher Band 1 Level 4)		
Sessional Employee 3	\$72.94	
(Salary Scale Teacher Band 1 Level 5)		
Sessional Employee 4	\$76.69	
(Salary Scale Teacher Band 1 Level 6)		
Sessional Employee 5	\$80.58	
(Salary Scale Teacher Band 1 Level 7)		
Sessional Employee 6	\$84.32	
(Salary Scale Teacher Band 1 Level 8)		
Sessional Employee 7	\$87.25	
(Salary Scale Teacher Band 1 Level 9)		
Source: TasTAFE Teaching Staff Industrial Agreement 2017		

NSW TAFE		
Expiry: 3/02/2020	24-Nov-17	24-Nov-18
	[2.5%]	[2.5%]
Teacher		
Step 10	\$82,599	\$84,664
Step 11	\$85,979	\$88,128
Step 12	\$89,370	\$91,604
Step 13	\$97,958	\$100,407
Special Program Coordinator		
Step 1	\$107,671	\$110,363
Step 2	\$112,079	\$114,881
Head Teacher (Old Classification)		
Step 1	\$107,671	\$110,363
Step 2	\$112,079	\$114,881
Head Teacher		
Band 1	\$107,671	\$110,363
Band 2	\$116,988	\$119,913
Senior Head Teacher (Old Classification)		
Step 1	\$116,988	\$119,913
Step 2	\$119,884	\$122,881
Senior Education Officer/Senior Counsellor		
Step 1	\$116,988	\$119,913
Step 2	\$119,884	\$122,881
Chief Education Officer		
	\$130,385	\$133,645
Quality Assurance Coordinator		
	\$137,643	\$141,084
Principal Education Officer/Program Manager /Curriculum Manager		
	\$146,081	\$149,733
Cluster Manager, Manager, Education and Training Resource Centre		
	\$156,778	\$160,697
Education Support Officer		
Assessor	\$70,999	\$72,774
	\$76,806	\$78,726
Head Teacher Band 3	\$134,110	\$137,463
Part-time Casual Teachers, Coordinators & Counsellors (hrly rate)		
Teaching Duties	\$80.73	\$82.75
Coordination/Consultancy	\$75.89	\$77.79
DOTT (Duties other than teaching)	\$63.74	\$65.33
Counselling	\$64.96	\$66.58
Open Training & Education Network		
Contract Teaching Duties (per unit)	\$22.43	\$22.99
Source: TAFE Commission of NSW Teachers & Related Employees Enterprise Agreement 2016		

NT TAFE		
Expiry: 31/12/2016	01-Oct-16	
Common Academic Scale		
		[\$600]
Associate		
	St 1	\$57,742
	St 2	\$59,566
	* St 3	\$63,065
Level A		
	St 1	\$63,065
	St 2	\$66,560
	St 3	\$70,058
	St 4	\$73,885
	St 5	\$76,399
	† St 6	\$79,350
	St 7	\$82,846
	St 8	\$85,800
	† St 9	\$89,626
	St 10	\$94,612
Level B		
	St 1	\$95,851
	St 2	\$99,660
	St 3	\$103,205
	St 4	\$105,692
	St 5	\$108,972
	St 6	\$113,329
Level C		
	St 1	\$115,529
	St 2	\$118,808
	St 3	\$122,952
	St 4	\$125,369
	St 5	\$130,832
	‡ St 6	\$135,201
Level D		
	St 1	\$139,574
	St 2	\$143,946
	St 3	\$148,317
	St 4	\$152,688
Level E		
		\$167,995
VET Academic Scale (Hourly)		
	A_St 3	\$45.68
	A_St 4	\$48.17
* Advancement between Levels is by promotion. † Progression to Level A, Step 6 and Step 9 is by assessment. ‡ VET positions generally not available beyond this point. Source: Charles Darwin University Enterprise Agreement 2013		

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VICTORIA - TAFE										
Nominal Expiry: 2022	8-Sep-15*	01-Jul-16		01-Aug-18	01-May-19	01-Nov-19	01-May-20	01-Nov-20	01-May-21	01-Nov-21
	2.50%	2.50%		5.40%	2.70%	2.70%	2.70%	2.70%	2.70%	2.70%
Teacher Class			Teacher Class							
T1.1	\$52,127	\$53,431								
T1.2	\$56,007	\$57,407								
T2.1	\$60,763	\$62,282	L1.1 (AQF4)	\$65,645	\$67,418	\$69,238	\$71,107	\$73,027	\$74,999	\$77,024
T2.2	\$64,525	\$66,138	L1.2 (AQF4)	\$69,709	\$71,592	\$73,525	\$75,510	\$77,549	\$79,643	\$81,793
T3.1	\$65,872	\$67,518	L2.1 (AQF5)	\$71,164	\$73,085	\$75,059	\$77,085	\$79,167	\$81,304	\$83,499
T3.2	\$70,803	\$72,573	L2.2 (AQF5)	\$76,492	\$78,557	\$80,678	\$82,857	\$85,094	\$87,391	\$89,751
T4.1	\$72,671	\$74,488	L2.3 (AQF5)	\$78,510	\$80,630	\$82,807	\$85,043	\$87,339	\$89,697	\$92,119
T4.2	\$77,329	\$79,262	L3.1 (AQF6+)	\$83,542	\$85,798	\$88,114	\$90,493	\$92,937	\$95,446	\$98,023
			L3.2 (AQF6+)	\$86,889	\$89,235	\$91,644	\$94,119	\$96,660	\$99,270	\$101,950
T5	\$83,525	\$85,613	L3.3 (AQF6+)	\$90,236	\$92,672	\$95,175	\$97,744	\$100,383	\$103,094	\$105,877
			L3.4 (AQF6+)	\$93,073	\$95,586	\$98,167	\$100,818	\$103,540	\$106,335	\$109,207
Senior Educator Class			Senior Educator Class							
SE1	\$86,151	\$88,305	SE1	\$93,073	\$95,586	\$98,167	\$100,818	\$103,540	\$106,335	\$109,207
SE2	\$88,778	\$90,998	EM1	\$95,912	\$98,502	\$101,161	\$103,892	\$106,697	\$109,578	\$112,537
SE3	\$91,404	\$93,689	EM2	\$98,748	\$101,414	\$104,153	\$106,965	\$109,853	\$112,819	\$115,865
			EM3	\$101,671	\$104,416	\$107,236	\$110,131	\$113,104	\$116,158	\$119,294
Casual			Casual							
Teaching Duties			Teaching Duties							
			Level 3 (AQF6)	\$74	\$76	\$78	\$80	\$82	\$85	\$87
Diploma Qualified	\$65.92	\$67.57	Level 2 (AQF5)	\$71	\$73	\$75	\$77	\$79	\$81	\$84
Cert. 4 Qualified	\$63.43	\$65.02	Level 1 (AQF4)	\$69	\$70	\$72	\$74	\$76	\$78	\$80
Non-teaching duties			Non-teaching duties							
			Level 3 (AQF6)	\$50	\$52	\$53	\$54	\$56	\$57	\$59
Diploma Qualified	\$44.80	\$45.92	Level 2 (AQF5)	\$48	\$50	\$51	\$52	\$54	\$55	\$57
Cert. 4 Qualified	\$43.11	\$44.19	Level 1 (AQF4)	\$47	\$48	\$49	\$50	\$52	\$53	\$55
Source: Victorian TAFE Teaching Staff Multi-Enterprise Agreement 2015			Source: Victorian TAFE Teaching Staff Agreement 2018							
Note: * A separate enterprise agreement operates for Victoria University & different administrative arrangements operate at the other Vic dual sector universities. The rates of pay are the same but there are different backdating arrangements and duration of agreement.			Note: * Separate enterprise agreements operate in relation to dual sector universities (universities with a TAFE division): Victoria University operates a 2013 EA (currently under negotiation); Swinburn University operates under a 2016 EA; Federation University still operates under the 2009 MBA (but has sector wage increases); RMIT operates under a 2016 EA (currently under negotiation).							