

TAFE TEACHER QUALIFICATIONS

In addition to vocational qualifications and experience, the Multi-Business Agreement 2009 (MBA) requires that teachers be 'fully qualified' to be eligible for salary increments or promotion (Clause 19.3).

Fully qualified is defined in Schedule 5 of the MBA as having both:

- the CIV in Training & Assessment or equivalent (Clause 4), and
- a course of teacher training accredited at Diploma (AQF level 5) which includes supervised teaching practice and studies in teaching methodology or equivalent (Clause 5)

MBA requirements in relation to AQF 5 teaching qualifications were further detailed in a Guideline document issued by the Victorian TAFE Association (VTA) and Australian Education Union (AEU), being the negotiating parties. Both parties have confirmed that Guidelines for determining whether qualifications meet the teaching qualification standard remain unchanged from the previous Certified Agreement (MECA).

As there have been no changes to the MBA from the MECA regarding qualification requirements, teaching qualifications must contain the following components in order to be considered MBA compliant:

- *50 hours of direct supervision of teaching practice; and*
- *150 hours of other (specified) professional teaching practice; together with*
- *Studies in adult learning theories; and*
- *Studies in teaching in a VET environment*

A copy of the guidelines as mentioned above can be found at:

http://www.aeuvic.asn.au/tafe/papers/1116546001_21078.html

LIST OF ACCEPTED QUALIFICATIONS

Below is a list of the qualifications currently being accepted by Swinburne University as being MBA compliant:

Certificate IV Training & Assessment (Cert IV TAA)

Equivalent qualifications:

- CIV in Vocational Education & Training
- CIV in Assessment and Workplace Training

AQF 5 Qualification or equivalent

- Diploma of VET Practice
- Graduate Diploma of VET at Victoria University and LaTrobe University

The following may also be acceptable if they include supervised teaching practice:

- Diploma of Teaching (TAFE)
- Diploma of Teaching (Technology)
- Diploma of Technical Teaching (must include 200 hours of supervised teaching practice and adult learning theory)

There may be other teaching qualifications that meet the MBA requirements as detailed in the introduction above. To assist managers in making this assessment guidelines have been established. These guidelines can be found on the TAFE intranet under the Performance Development and Review webpage at:

<http://wiki.swinburne.edu.au/display/tafestaff/Performance+Development+and+Review>

Note: Older qualifications such as the Diploma of Technical Teaching or Diploma of Education lack studies in adult learning theory and teaching in the VET sector are no longer acceptable to progress past salary point 2.2. A qualification that meets the Australian Qualification Framework Level 5 (AQF 5) is required eg. Diploma in teacher training that includes supervised teacher training and studies in adult learning theory.

INCREMENTAL PROGRESSION FOR FIXED TERM & ONGOING TAFE TEACHERS

TAFE Teacher incremental progression occurs on an annual basis dependent on satisfactory performance and qualification requirements.

Staff who are not fully qualified but who have completed the Cert IV TAA or equivalent are eligible for appointment within the classification range of T 1.2 to T 2.2

TAFE Teachers who are 'fully qualified' can progress beyond the T2.2 classification. See table below.

CLASSIFICATION LEVELS	COMMENTS
T5	<ul style="list-style-type: none"> ▪ Highest Teacher classification
T4.2	<ul style="list-style-type: none"> ▪ Annual increment if 'fully qualified'
T4.1	<ul style="list-style-type: none"> ▪ Annual increment if 'fully qualified'
T3.2	<ul style="list-style-type: none"> ▪ Annual increment if 'fully qualified'
T3.1	<ul style="list-style-type: none"> ▪ Annual increment if 'fully qualified' ▪ Must be 'fully qualified'
T2.2	<ul style="list-style-type: none"> ▪ Annual increment ▪ <i>Cannot increment above T2.2 unless 'fully qualified'</i>
T2.1	<ul style="list-style-type: none"> ▪ Annual increment
T1.2	<ul style="list-style-type: none"> ▪ Annual increment ▪ Must have Cert IV TAA or equivalent
T1.1	<ul style="list-style-type: none"> ▪ Commencing qualification ▪ Must be supervised ▪ <i>Cannot increment above T1.1 without completion of Cert IV TAA or equivalent.</i>

SESSIONAL TAFE TEACHER RATES

For sessional TAFE Teachers to be eligible for the higher rate they must be 'fully qualified' which means they must have both their CIV TAA or equivalent and an MBA compliant AQF 5 qualification (same requirements as fixed term or ongoing TAFE Teachers).

Note the lower rate will apply to Sessional TAFE Teachers who have not yet completed an MBA compliant AQF 5 qualification.