

VTA OUTLINE OF THE VICTORIAN TAFE TEACHING STAFF MULTI-BUSINESS AGREEMENT 2009 (MBA) – FINAL @ 27TH APRIL 2009

Format

The MBA was drafted using the Agreement it replaces as a base, ie the *Victorian TAFE Teaching Staff Multi-Employer Agreement 2003 (MECA)*. This is best illustrated by the VTA Annotated version of the MBA on the homepage of the VTA website as follows
<http://www.vta.vic.edu.au/>

The MBA contains: Core content + 7 Schedules + 14 Institution specific Appendices.

The MBA is a longer document than the MECA particularly because MBA Schedule 6 is a version of the *TAFE Teachers' Conditions of Employment (Victoria) Award 2002*.

Please note the State Government advised that it will approve of members of the Revised and New Superannuation Schemes being able to salary package superannuation from when the MBA comes into operation.

Key changes by the MBA are as follows:

Clause 4

The MBA will nominally expire on 30 September 2012.

Clause 13

The maximum Casual hours per annum are increased from 320 to 720.

Provisions are introduced for Casual employees to be able to apply conversion for from Casual to non-Casual employment.

Clause 16.3

Within the context of an unchanged clause 16.4, an employer may request more than 21 hours of ordinary teaching duties per week and more than 26 hours of ordinary scheduled duties per week and a teacher shall not unreasonably refuse employer's request.

Clause 18.2.2

A new classification level T5 is introduced from 1 July 2009.

Clause 19.16

A teacher shall not unreasonably refuse the employer's request to perform excess teaching duties. The clause lists criteria (19.16 a to i) to be considered in determining whether the employer's request is reasonable or the teacher's refusal is unreasonable.

Clause 19.20

An employee can request the inclusion into their regular fortnightly pay, Excess Teaching Duty Hours agreed to be performed over a semester or year.

Clause 32

Outlines how Superannuation Guarantee employer contributions apply regardless of the employee's age.

Clause 33

The Award Long Service Leave entitlements apply pro rata after 7 years service.

Clause 34

The Award paid Maternity and Adoption Leave entitlements are increased from 12 weeks to 14 weeks.

Schedule 1

New full time annual salary classification table and associated Notes. Includes new T5; and single pay point in each of the Senior Educator Classifications.

New Casual hourly rates and associated Notes. There will be two categories of Casual rates (i.e. Casual teacher with Certificate IV teaching qualification; and Casual teacher with Diploma or above teaching qualification); both categories containing a teaching duty hour rate and a non-teaching duty hour rate). These new arrangements for Casuals will apply from 1 July 2009.

Percentage pay increases for all classification levels and Casual rates are shown on page 3 of this overview.

Schedule 2

No change from Schedule 3 in MECA.

Schedule 3

No change from Appendix 1 in MECA.

Schedule 4

Is Schedule 6 from the MECA with 'T.4.2' (previous top of Teacher career scale) replaced with new 'T5'.

Schedule 5

No change from MECA except for update to names of teaching qualifications in clauses 4 and 5.

Schedule 6

Is a version of the Award that has 'prohibited content' deleted from it as this is a legal requirement under the Workplace Relations Act 1996.

Schedule 7

Is an updated version of the Memorandum of Understanding (MOU) to the MECA.

Appendices 1 to 14

For specified Institutions, the Appendices combine Schedules 3 and 4 of the MECA regarding 'Specific Time Allowance Arrangements' and 'Additional or Alternate Work Outside of Ordinary Hours Arrangements', plus an agreed update for University of Ballarat.

The Swinburne 'Specific Time Allowance Arrangements' have been amended with the removal of Initiative and Development Allowance, New Teacher Allowance, Occupational Health and Safety (OH&S) representative Allowance and Discrimination and Harassment Advisors Allowance.

Classification	%	1 October 2008	%	1 July 2009	%	1 October 2009	%	1 October 2010	%	1 October 2011
SE3	6.50%	\$75,674	2.41%	\$77,500	3.25%	\$80,019	3.25%	\$82,619	5.30%	\$87,000
SE2.2	6.50%	\$74,657	0.46%	\$75,000	3.25%	\$77,438	3.25%	\$79,954	5.69%	\$84,500
SE2.1	6.50%	\$71,626	4.71%							
SE1.2	6.50%	\$70,983	2.14%	\$72,500	3.25%	\$74,856	3.25%	\$77,289	6.10%	\$82,000
SE1.1	6.50%	\$70,039	3.51%							
T5			4.68%	\$70,000	3.25%	\$72,275	3.25%	\$74,624	6.53%	\$79,500
AST	6.50%	\$69,247	1.09%	AST Translate to T5						
T4.2	6.50%	\$66,869	No Increase		3.25%	\$69,042	3.25%	\$71,286	3.25%	\$73,603
T4.1	6.50%	\$62,842			3.25%	\$64,884	3.25%	\$66,993	3.25%	\$69,170
T3.2	6.50%	\$61,225			3.25%	\$63,215	3.25%	\$65,269	3.25%	\$67,391
T3.1	6.50%	\$56,962			3.25%	\$58,813	3.25%	\$60,724	3.25%	\$62,698
T2.2	6.50%	\$55,797			3.25%	\$57,610	3.25%	\$59,483	3.25%	\$61,416
T2.1	6.50%	\$52,544			3.25%	\$54,252	3.25%	\$56,015	3.25%	\$57,835
T1.2	6.50%	\$48,431			3.25%	\$50,005	3.25%	\$51,630	3.25%	\$53,308
T1.1	6.50%	\$45,077			3.25%	\$46,542	3.25%	\$48,055	3.25%	\$49,616

	Date MBA lodged									
Casual - Diploma Qualified -Teaching Duty Hour	6.50%	\$54.85	3.92%	\$57.00	3.25%	\$58.85	3.26%	\$60.77	3.24%	\$62.74
Casual – Certificate IV Qualified - Teaching Duty Hour	6.50%		0%	\$54.85	3.25%	\$56.63	3.25%	\$58.47	3.25%	\$60.37
Casual – Diploma Qualified – Non Teaching Duty Hour	6.51%	\$37.28	3.92%	\$38.74	3.25%	\$40.00	3.23%	\$41.29	3.27%	\$42.64
Casual – Certificate IV Qualified – Non Teaching Duty Hour	6.51%		0%	\$37.28	3.25%	\$38.49	3.25%	\$39.74	3.25%	\$41.03