

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Supplementary Budget Estimates 2010-2011**

Outcome 1 - Early Childhood

DEEWR Question No. EW0637_11

Senator Nash asked on 21/10/2010, Hansard page 30.

Question

Pay rates for teachers

**PROVIDE A STATE-BY-STATE BREAKDOWN OF THE DIFFERENCE IN
REMUNERATION BETWEEN PEOPLE WHO WORK WITHIN THE SCHOOL
SYSTEM AND THOSE WHO WORK WITHIN THE LONG DAY CARE SYSTEM**

Senator NASH—And with those qualifications, once they have got their early childhood teaching, is there any difference in the remuneration for those teachers being in a childcare centre compared to, say, being in a kindie or an infants' school?

Ms Hosking—I do not have the exact figures. It is true, although it varies state by state and territory by territory, that there often is a difference in remuneration between people who work within the school system and those who work within the long day care system, for example.

Senator NASH—Could you take on notice for me a state-by-state breakdown of the average difference across those areas. One of the things that strikes me is that, if these people have to go through all these qualifications and training and they come out the other end and they have got a kindergarten over here that is going to pay them more than a childcare centre is, why wouldn't they go to the kindergarten? Isn't that potentially going to create a difficulty in retaining staff if they are getting paid less than somebody who has got the same qualifications?

Mr Manthorpe—That is a live issue. We are happy to take on notice the data that you have asked for.

Answer

Early childhood teachers working in preschools and early childhood centres may be employed under a range of different industrial arrangements, including awards and enterprise agreements. These arrangements vary across states and territories and may involve non-monetary remuneration.

From 1 January 2010, teachers working in early child education became covered by the Education Services (Teachers) Award 2010 (Teachers Award). Minimum rates of pay in the Teachers Award are set and adjusted by Fair Work Australia (FWA), a national industrial tribunal independent of the Australian Government.

The Australian Industrial Relations Commission (AIRC) (now superseded by FWA) was responsible for completing the process of award modernisation, including the creation of the Teachers Award. In conducting the award modernisation process, the AIRC consulted extensively with relevant stakeholders, including both unions and employers.

The introduction of the modern award will remove a number of complexities in the system and enable more consistency among minimum wages for employees performing the same or similar duties across Australia.

The Australian Industrial Commission (AIRC) when handing down the final teacher modern award concluded that early childhood teachers were more appropriately aligned with their counterparts working in primary and secondary schools.

The minimum rates of pay provided in the modern award are provided in the table below (including beginning and end rates for salary progression based on years of service). Under the modern awards, teachers working in child care centres that operate 48 weeks per year are also entitled to receive an extra 4 per cent pay in recognition that they receive less leave than teachers working in school settings.

	Beginning		End	
	1-Jan-10	1-Jul-10	1-Jan-10	1-Jul 10
3yr	\$38,283	\$39,640	\$53,493	\$54,850
4yr	\$40,201	\$41,558	\$53,493	\$54,850
5yr	\$41,701	\$43,058	\$53,493	\$54,850

The applicability of the above rates is subject to transition from each pre-modern award or agreement to the modern award, using the modern award model transitional provisions. The Fair Work Ombudsman can provide advice on the specific rate applicable to each award.

The table provided below outlines the earning differential between early childhood teachers working in childcare centres and in preschool settings in pre-modern awards. The table provides details of the minimum salary rates payable (including beginning and end rates for salary progression based on years of service) under the relevant pre-modern awards in each state and territory.

State	Level of training	Early Childhood Teacher			
		In Childcare Centre		In Preschool	
		Beginning	End	Beginning	End
NSW	3 yr trained	\$41,329	\$61,100	\$39,742	\$55,010
	4 yr trained	\$43,946	\$64,557	\$42,256	\$62,120
VIC	3 yr trained	\$38,502	\$52,863	\$38,502	\$52,863
	4 yr trained	\$40,587	\$52,863	\$40,587	\$52,863
QLD	3 yr trained	-	-	-	-
	4 yr trained	\$36,196	\$47,971	\$36,196	\$47,971
WA	4 yr trained	\$36,387	\$51,169	\$37,009	\$77,744
SA	3 yr trained	-	-	-	-
	4 yr trained	\$39,272	\$42,369	\$38,522	\$48,666
TAS	3/4 yr trained	\$36,899	\$40,035	\$48,638	\$71,133
	5 yr trained	-	-	\$51,139	\$71,133
ACT	3 yr trained	\$36,872	\$43,708	\$48,219	\$74,279
	4 yr trained	\$38,041	\$48,602	\$52,128	\$74,279
NT	3/4 yr trained	\$47,789	\$53,872	\$39,459	\$70,047

Note: Unlike the other states and territories, the former Tasmanian Teachers Award has a reference to 5 year trained teachers in section 2 of part 3 of the award. The definition used in the award is provided below:

Five-year trained teacher means a graduate of an approved university or other recognised tertiary institution who holds a degree requiring a minimum of four years full-time study, and in addition holds a Diploma of Education from an approved university or other recognised tertiary institution, or possesses qualifications equivalent thereto.¹

¹TEACHING SERVICE (TASMANIAN PUBLIC SECTOR) AWARD, section 3 of part 3.