

VET Trainers

Minimum pay and entitlements for all VET Trainers are set out in the *Educational Services (Post-Secondary) Award 2020*. The IEU can help union members ensure they receive these legal entitlements.

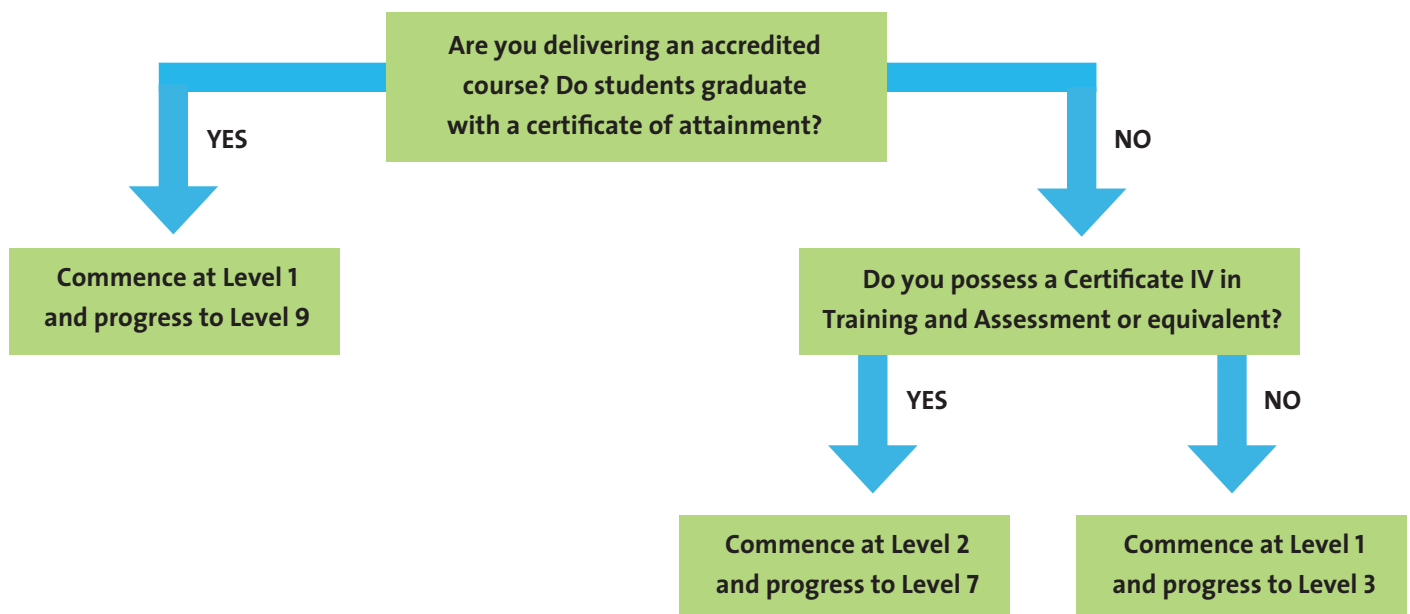
Am I getting paid properly?

As a minimum, you should be getting paid according to the level classification in the Award. This is based on qualification level and experience.

An employee will be eligible for movement to the next pay point within the classification structure after each 12 month period, following a performance review which the employer will complete before the end of the 12 month period.

If an employer does not accept any of your qualifications or experience, they must advise you of this in writing. It can be confusing to determine your appropriate starting level. Use the flowchart below to help.

Pay advice for VET Trainers



VET Trainers

Classification Level	Annual Full-time Salary	Weekly Full-time Wage	Casual Hourly Teaching Rate
Level 1	\$52,762.95	\$1,011.43	\$50.54
Level 2	\$53,466.48	\$1,024.92	\$51.21
Level 3	\$54,523.56	\$1,045.18	\$52.23
Level 4	\$55,591.27	\$1,065.65	\$53.25
Level 5	\$57,839.82	\$1,108.75	\$55.40
Level 6	\$59,338.77	\$1,137.48	\$56.84
Level 7	\$60,703.53	\$1,163.65	\$58.15
Level 8	\$62,202.59	\$1,192.38	\$59.58
Level 9	\$63,708.67	\$1,221.25	\$61.02
Level 10	\$65,653.13	\$1,258.53	\$62.89
Level 11	\$67,463.31	\$1,293.23	\$64.62
Level 12	\$69,061.29	\$1,323.86	\$66.15

(effective 1 July 2021)

Level progression

You are eligible for movement to the next pay point after a 12 months period, following a successful performance review which the employer will complete before the end of the 12 month period. If your employer does not conduct a performance review, before the end of 12 months, you will progress from the day on which the next 12 month period commenced.

Job security + types of employment

Casual: Hourly rate includes a 25% loading on the base rate to account for lack of provisions such as leave entitlements and sick pay. Unfortunately, casuals are employed on a day by day basis and don't have much job security. However, in some cases, where a casual has worked 'regular and systematic hours' for a minimum of six months, they may be eligible to file for unfair dismissal if they are not offered further work.

Sessional employment: An employee engaged to work full-time or part-time regular hours for a period of no less than four weeks and a maximum of 40 weeks in a calendar year is a "sessional employee". Sessional teachers are entitled to leave entitlements which accrue during contract periods and should be paid out when the contract is finished, unless you are re-employed. Sessional teachers should get 2 weeks' notice of re-engagement or otherwise at the expiry of the contract. If an equivalent position exists, generally a sessional employee should have their contract renewed.

Ongoing/permanent: Ongoing or permanent employment can be part-time or full-time. You may terminate your employment with one to four weeks' notice, depending on your length of service. Your employer can only terminate your employment if your position is redundant or in cases of misconduct or proven poor performance.

Conversion: After twelve months of regular service, a casual or sessional employee can apply to convert their employment to ongoing. Contact the IEU for advice. **Superannuation:** Your employer must pay an amount equal to 9.5% of your wages into the superannuation scheme of your choice at least quarterly. Check your Super regularly!

What's the deal with contracts?

Do I have a contract?

Yes, everyone has a contract. It can be verbal or written and cannot contravene legal minimum provisions as set out in the Award and NES (National Employment Standards). If you find out you have worked under a contract that contravenes minimum entitlements you may be eligible for back pay or other compensation.

Do I have to sign?

As a new employee, it's often hard to negotiate changes to your first contract - but it's still well worth getting advice on it, even after you have signed it. If you are already a permanent/ongoing employee, you cannot be forced to sign a new contract, and it is unlawful for your employer to dismiss you because you don't sign or agree to vary your existing contract. Any variation to an existing contract must be made by agreement.

If you're a member, IEU industrial officers can look at your contract and ensure you are getting your legal entitlements.

Contractor or employee?

Some teachers in private providers have been asked to provide an ABN and sign contracts to be paid as a business rather than as an employee. This is known as "sham contracting" - disguising an employment relationship as an independent contracting relationship. Sometimes the offer sounds attractive, but it always works against the employee. It is deceptive to the employee, unfair and unlawful – penalties can apply to employers doing this.

Workplace rights

You have a right to Award conditions, the right to join a union, the right to a safe working environment and the right to be involved in the collective negotiation of better wages and conditions in an Enterprise Agreement! If you'd like more information and advice on your rights and entitlements, want the peace-of-mind of knowing that you've got the experts in your corner, or want to be part of the collective effort to improve wages and working conditions, then join online at www.ieuvictas.org.au/join and get active in the Independent Education Union!