

# VICTORIAN SCHOOLS AGREEMENT 2022

## PROPOSED OFFER



*Australian Principals Federation*

*The Union Exclusively for the Victorian Principal Class*

# APF BARGAINING TEAM:

- **David Finnerty** – *Team Leader*
- **Julie Podbury** – *Former President*
- **Tina King** – *President*
- **Wendy Powson** – *Councillor & Vice President*
- **Andrew Cock** – *Councillor & Treasurer*

**NOTE: Work began on this agreement by this team in January 2020**



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# IMPORTANT POINT OF CHANGE

- All payments to Principal Class Employees will now be **SALARY** and not remuneration (TRP) as has been the case previously.
- PCEs are paid salary in exactly the same way as all other school staff....Salary and the superannuation is paid on top of that.
- The Salary scales included with this agreement do not included super, this is now 10% and is paid on top of the published salary.



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# WHAT SUPER CHANGE MEANS TO PRINS IN DEFINED BENEFITS SCHEMES

Principal class employees who are members of a defined benefit superannuation scheme will continue to have remuneration specified as a total remuneration package. This will be calculated in accordance with the following formula:

$$\frac{\text{Salary as determined by sub clause (c) x 109.5}}{100}$$



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# SALARY CHANGES FOR PRINCIPAL CLASS

- **Principals total in salary increase is 16.5% (compounded) over the 4 years of Agreement**  
7.55% on signing, **plus** 2 x 1% increments per year
- **Assistant Principals total Salary increase is 14.9% (compounded) over the four years of Agreement**  
2.43% on signing, **plus** 2 x 1% increments per year **plus** 1% lump sum payment on Dec 1<sup>st</sup> each year (called a position allowance – is a payment for COVID efforts – this also goes to teachers and most ES staff as well).



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# DETAILS OF POSITION ALLOWANCE

- (12) (a) Employees specified in sub clause (12)(b) are entitled to be paid in December each year, a Position allowance equivalent to one per cent of the total salary to which the employee is normally entitled as at 1 December of that year.
- (b) Employees in the following classifications will be paid an annual lump sum payment set out in sub clause (12)(a):
- (i) an assistant principal employee,
  - (ii) a teacher,
  - (iii) an education support class employee at level 2 or Level 1 Ranges 3 to 5 or Level 1 Range 2 subdivision 2-8;

**NOTE: This is a permanent change to DET Salaries unless withdrawn in future agreements.**



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# PRINCIPAL SALARIES – TRP TO SALARY

	Existing Structure		Structure Adjustment	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
	2020			01-Jan-22	01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25	
	TRP	Salary										
Principal	P6-4	\$224,405	\$204,936	\$220,413	\$222,617	\$224,844	\$227,092	\$229,363	\$231,657	\$233,973	\$236,313	\$238,676
	P6-3	\$220,005	\$200,918	\$216,091	\$218,252	\$220,435	\$222,639	\$224,866	\$227,114	\$229,385	\$231,679	\$233,996
	P6-2	\$215,691	\$196,978	\$211,854	\$213,973	\$216,113	\$218,274	\$220,456	\$222,661	\$224,888	\$227,136	\$229,408
	P6-1	\$211,462	\$193,116	\$207,700	\$209,777	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	P5-4	\$207,315	\$189,329	\$203,627	\$205,664	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
	P5-3	\$203,250	\$185,616	\$199,635	\$201,631	\$203,647	\$205,684	\$207,741	\$209,818	\$211,916	\$214,035	\$216,176
	P5-2	\$199,265	\$181,977	\$195,720	\$197,678	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,839	\$211,937
	P5-1	\$195,358	\$178,409	\$191,883	\$193,802	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,724	\$207,782
	P4-4	\$189,359	\$172,931	\$185,991	\$187,851	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
	P4-3	\$185,283	\$169,208	\$181,987	\$183,807	\$185,645	\$187,502	\$189,377	\$191,270	\$193,183	\$195,115	\$197,066
	P4-2	\$181,295	\$165,566	\$178,070	\$179,851	\$181,649	\$183,466	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	P4-1	\$177,391	\$162,001	\$174,236	\$175,978	\$177,738	\$179,515	\$181,310	\$183,123	\$184,955	\$186,804	\$188,672
	P3-1	\$173,573	\$158,514	\$170,485	\$172,190	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
	P3-1	\$170,280	\$155,507	\$167,251	\$168,924	\$170,613	\$172,319	\$174,042	\$175,783	\$177,540	\$179,316	\$181,109
	P3-1	\$166,615	\$152,160	\$163,651	\$165,288	\$166,941	\$168,610	\$170,296	\$171,999	\$173,719	\$175,456	\$177,211
	P3-1	\$163,028	\$148,884	\$160,128	\$161,729	\$163,347	\$164,980	\$166,630	\$168,296	\$169,979	\$171,679	\$173,396
	P2-4	\$159,519	\$145,679	\$156,681	\$158,248	\$159,831	\$161,429	\$163,043	\$164,674	\$166,321	\$167,984	\$169,664
	P2-3	\$153,526	\$140,206	\$150,795	\$152,303	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	P2-2	\$150,220	\$137,187	\$147,548	\$149,023	\$150,514	\$152,019	\$153,539	\$155,074	\$156,625	\$158,191	\$159,773
	P2-1	\$146,987	\$134,235	\$144,372	\$145,816	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,787	\$156,335

# ASSISTANT PRINCIPAL SALARIES

Existing Structure			Structure Adjustment	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance
TRP	Salary	01-Jan-22		01-Jul-22	01-Dec-22	01-Jan-23	01-Jul-23	01-Dec-23	01-Jan-24	01-Jul-24	01-Dec-24	01-Jan-25	01-Jul-25	01-Dec-25	
AP4-4	\$189,359	\$172,931	\$177,134	\$178,905	\$180,694	\$1,807	\$182,501	\$184,326	\$1,843	\$186,170	\$188,031	\$1,880	\$189,912	\$191,811	\$1,918
AP4-3	\$185,283	\$169,208	\$173,321	\$175,054	\$176,805	\$1,768	\$178,573	\$180,359	\$1,804	\$182,162	\$183,984	\$1,840	\$185,824	\$187,682	\$1,877
AP4-2	\$181,295	\$165,566	\$169,591	\$171,286	\$172,999	\$1,730	\$174,729	\$176,477	\$1,765	\$178,241	\$180,024	\$1,800	\$181,824	\$183,642	\$1,836
AP4-1	\$177,391	\$162,001	\$165,939	\$167,598	\$169,274	\$1,693	\$170,967	\$172,676	\$1,727	\$174,403	\$176,147	\$1,761	\$177,909	\$179,688	\$1,797
AP3-4	\$173,573	\$158,514	\$162,367	\$163,991	\$165,631	\$1,656	\$167,287	\$168,960	\$1,690	\$170,649	\$172,356	\$1,724	\$174,079	\$175,820	\$1,758
AP3-3	\$170,280	\$155,507	\$159,287	\$160,880	\$162,488	\$1,625	\$164,113	\$165,754	\$1,658	\$167,412	\$169,086	\$1,691	\$170,777	\$172,485	\$1,725
AP3-2	\$166,615	\$152,160	\$155,858	\$157,417	\$158,991	\$1,590	\$160,581	\$162,187	\$1,622	\$163,809	\$165,447	\$1,654	\$167,101	\$168,772	\$1,688
AP3-1	\$163,028	\$148,884	\$152,503	\$154,028	\$155,568	\$1,556	\$157,124	\$158,695	\$1,587	\$160,282	\$161,885	\$1,619	\$163,504	\$165,139	\$1,651
AP2-4	\$159,519	\$145,679	\$149,220	\$150,713	\$152,220	\$1,522	\$153,742	\$155,279	\$1,553	\$156,832	\$158,400	\$1,584	\$159,984	\$161,584	\$1,616
AP2-3	\$153,526	\$140,206	\$143,614	\$145,050	\$146,501	\$1,465	\$147,966	\$149,446	\$1,494	\$150,940	\$152,450	\$1,524	\$153,974	\$155,514	\$1,555
AP2-2	\$150,220	\$137,187	\$140,522	\$141,927	\$143,346	\$1,433	\$144,780	\$146,228	\$1,462	\$147,690	\$149,167	\$1,492	\$150,658	\$152,165	\$1,522
AP2-1	\$146,987	\$134,235	\$137,497	\$138,872	\$140,261	\$1,403	\$141,664	\$143,080	\$1,431	\$144,511	\$145,956	\$1,460	\$147,416	\$148,890	\$1,489
AP1-4	\$145,464	\$132,844	\$136,073	\$137,434	\$138,808	\$1,388	\$140,196	\$141,598	\$1,416	\$143,014	\$144,444	\$1,444	\$145,888	\$147,347	\$1,473
AP1-3	\$140,981	\$128,750	\$131,879	\$133,198	\$134,530	\$1,345	\$135,875	\$137,234	\$1,372	\$138,606	\$139,992	\$1,400	\$141,392	\$142,806	\$1,428
AP1-2	\$137,008	\$125,121	\$128,163	\$129,444	\$130,739	\$1,307	\$132,046	\$133,367	\$1,334	\$134,700	\$136,047	\$1,360	\$137,408	\$138,782	\$1,388
AP1-1	\$133,147	\$121,595	\$124,551	\$126,870	\$128,139	\$1,281	\$129,420	\$130,714	\$1,307	\$132,021	\$133,341	\$1,333	\$134,675	\$136,022	\$1,360



# NEW SALARY FOR PRINCIPAL CLASS

Principal Range 2-6

Range	Effective from the first pay period on or after								
	24/12/21	1/01/22	1/07/22	1/01/23	1/07/23	1/01/24	1/07/24	1/01/25	1/07/25
<b>Range 6</b>									
6-4	\$220,413	\$222,617	\$224,844	\$227,092	\$229,363	\$231,657	\$233,973	\$236,313	\$238,676
6-3	\$216,091	\$218,252	\$220,435	\$222,639	\$224,866	\$227,114	\$229,385	\$231,679	\$233,996
6-2	\$211,854	\$213,973	\$216,113	\$218,274	\$220,456	\$222,661	\$224,888	\$227,136	\$229,408
6-1	\$207,700	\$209,777	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
<b>Range 5</b>									
5-4	\$203,627	\$205,664	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
5-3	\$199,635	\$201,631	\$203,647	\$205,684	\$207,741	\$209,818	\$211,916	\$214,035	\$216,176
5-2	\$195,720	\$197,678	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,839	\$211,937
5-1	\$191,883	\$193,802	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,724	\$207,782
<b>Range 4</b>									
4-4	\$185,991	\$187,851	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
4-3	\$181,987	\$183,807	\$185,645	\$187,502	\$189,377	\$191,270	\$193,183	\$195,115	\$197,066
4-2	\$178,070	\$179,851	\$181,649	\$183,466	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
4-1	\$174,236	\$175,978	\$177,738	\$179,515	\$181,310	\$183,123	\$184,955	\$186,804	\$188,672
<b>Range 3</b>									
3-4	\$170,485	\$172,190	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
3-3	\$167,251	\$168,924	\$170,613	\$172,319	\$174,042	\$175,783	\$177,540	\$179,316	\$181,109
3-2	\$163,651	\$165,288	\$166,941	\$168,610	\$170,296	\$171,999	\$173,719	\$175,456	\$177,211
3-1	\$160,128	\$161,729	\$163,347	\$164,980	\$166,630	\$168,296	\$169,979	\$171,679	\$173,396
<b>Range 2</b>									
2-4	\$156,681	\$158,248	\$159,831	\$161,429	\$163,043	\$164,674	\$166,321	\$167,984	\$169,664
2-3	\$150,795	\$152,303	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
2-2	\$147,548	\$149,023	\$150,514	\$152,019	\$153,539	\$155,074	\$156,625	\$158,191	\$159,773
2-1	\$144,372	\$145,816	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,787	\$156,335



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# NEW SALARY FOR PRINCIPAL CLASS

Liaison Prins ranges 1-6

Range	Effective from the first pay period on or after								
	24/12/21	1/01/22	1/07/22	1/01/23	1/07/23	1/01/24	1/07/24	1/01/25	1/07/25
<b>Range 6</b>									
6-4	\$220,413	\$222,617	\$224,844	\$227,092	\$229,363	\$231,657	\$233,973	\$236,313	\$238,676
6-3	\$216,091	\$218,252	\$220,435	\$222,639	\$224,866	\$227,114	\$229,385	\$231,679	\$233,996
6-2	\$211,854	\$213,973	\$216,113	\$218,274	\$220,456	\$222,661	\$224,888	\$227,136	\$229,408
6-1	\$207,700	\$209,777	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
<b>Range 5</b>									
5-4	\$203,627	\$205,664	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
5-3	\$199,635	\$201,631	\$203,647	\$205,684	\$207,741	\$209,818	\$211,916	\$214,035	\$216,176
5-2	\$195,720	\$197,678	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,839	\$211,937
5-1	\$191,883	\$193,802	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,724	\$207,782
<b>Range 4</b>									
4-4	\$185,991	\$187,851	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
4-3	\$181,987	\$183,807	\$185,645	\$187,502	\$189,377	\$191,270	\$193,183	\$195,115	\$197,066
4-2	\$178,070	\$179,851	\$181,649	\$183,466	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
4-1	\$174,236	\$175,978	\$177,738	\$179,515	\$181,310	\$183,123	\$184,955	\$186,804	\$188,672
<b>Range 3</b>									
3-4	\$170,485	\$172,190	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
3-3	\$167,251	\$168,924	\$170,613	\$172,319	\$174,042	\$175,783	\$177,540	\$179,316	\$181,109
3-2	\$163,651	\$165,288	\$166,941	\$168,610	\$170,296	\$171,999	\$173,719	\$175,456	\$177,211
3-1	\$160,128	\$161,729	\$163,347	\$164,980	\$166,630	\$168,296	\$169,979	\$171,679	\$173,396
<b>Range 2</b>									
2-4	\$156,681	\$158,248	\$159,831	\$161,429	\$163,043	\$164,674	\$166,321	\$167,984	\$169,664
2-3	\$150,795	\$152,303	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
2-2	\$147,548	\$149,023	\$150,514	\$152,019	\$153,539	\$155,074	\$156,625	\$158,191	\$159,773
2-1	\$144,372	\$145,816	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,787	\$156,335
<b>Range 1</b>									
1-4	\$136,073	\$137,434	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,888	\$147,347
1-3	\$131,879	\$133,198	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
1-2	\$128,163	\$129,444	\$130,739	\$132,046	\$133,367	\$134,700	\$136,047	\$137,408	\$138,782
1-1	\$124,551	\$127,176	\$128,447	\$129,732	\$131,029	\$132,339	\$133,663	\$134,999	\$136,349



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# NEW SALARY FOR PRINCIPAL CLASS

Asst Principal Range 1-4

Range	Effective from the first pay period on or after								
	24/12/21	1/01/22	1/07/22	1/01/23	1/07/23	1/01/24	1/07/24	1/01/25	1/07/25
<b>Range 4</b>									
4-4	\$177,134	\$178,905	\$180,694	\$182,501	\$184,326	\$186,170	\$188,031	\$189,912	\$191,811
4-3	\$173,321	\$175,054	\$176,805	\$178,573	\$180,359	\$182,162	\$183,984	\$185,824	\$187,682
4-2	\$169,591	\$171,286	\$172,999	\$174,729	\$176,477	\$178,241	\$180,024	\$181,824	\$183,642
4-1	\$165,939	\$167,598	\$169,274	\$170,967	\$172,676	\$174,403	\$176,147	\$177,909	\$179,688
<b>Range 3</b>									
3-4	\$162,367	\$163,991	\$165,631	\$167,287	\$168,960	\$170,649	\$172,356	\$174,079	\$175,820
3-3	\$159,287	\$160,880	\$162,488	\$164,113	\$165,754	\$167,412	\$169,086	\$170,777	\$172,485
3-2	\$155,858	\$157,417	\$158,991	\$160,581	\$162,187	\$163,809	\$165,447	\$167,101	\$168,772
3-1	\$152,503	\$154,028	\$155,568	\$157,124	\$158,695	\$160,282	\$161,885	\$163,504	\$165,139
<b>Range 2</b>									
2-4	\$149,220	\$150,713	\$152,220	\$153,742	\$155,279	\$156,832	\$158,400	\$159,984	\$161,584
2-3	\$143,614	\$145,050	\$146,501	\$147,966	\$149,446	\$150,940	\$152,450	\$153,974	\$155,514
2-2	\$140,522	\$141,927	\$143,346	\$144,780	\$146,228	\$147,690	\$149,167	\$150,658	\$152,165
2-1	\$137,497	\$138,872	\$140,261	\$141,664	\$143,080	\$144,511	\$145,956	\$147,416	\$148,890
<b>Range 1</b>									
1-4	\$136,073	\$137,434	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,888	\$147,347
1-3	\$131,879	\$133,198	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
1-2	\$128,163	\$129,444	\$130,739	\$132,046	\$133,367	\$134,700	\$136,047	\$137,408	\$138,782
1-1	\$124,551	\$126,870	\$128,139	\$129,420	\$130,714	\$132,021	\$133,341	\$134,675	\$136,022



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# DETAIL OF ELEMENTS

## Principal Classification Budget levels

Remuneration range	Minimum School Budget			
	2022	2023	2024	2025
2	\$0	\$0	\$0	\$0
3	\$1,584,175	\$1,615,859	\$1,648,176	\$1,681,139
4	\$3,696,412	\$3,770,340	\$3,845,747	\$3,922,662
5	\$9,200,402	\$9,384,410	\$9,572,098	\$9,763,540
6	\$14,630,616	\$14,923,228	\$15,221,693	\$15,526,127

PCB has been adjusted to reflect annualised lift of 2% to commence in 2022. Some principals will find they are eligible for payment at a higher range because of budget shifts within the agreement.



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# WINS IN VGSA 2022

- Gap between LT top salary and lowest AP is set at approx \$5000 (we sought \$10,000).
- Development of an MOU to cater for displaced AP's for Compassionate Transfer with \$3million pa made available to fund this for staff who need to relocate on health or safety grounds. (The AFP worked very hard to have this included based on the number of cases we have dealt with).
- MOU re workload, eg OHS, Facilities, Appropriate payment for Special and Extraordinary Situations in school leadership including Acting Principal, leading school mergers, Principal in more than one school, managing and leading School Networks and other duties as listed, including pre-school management.



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# WINS IN VGSA 2022

## *Classification Structures*

The separation of the existing principal class classification structure into separate principal and assistant principal classification structures as set out in the salary tables.

## *Structural Adjustments for PCEs*

Following approval by the Fair Work Commission the structural adjustments as set out in the salary tables for PCEs will be backdated to the first pay period on or after 24 December 2021.

## *Compassionate Transfer Placement*

Provision of up to \$3m funding per year will be provided centrally to support placement opportunities for employees with compassionate transfer.



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# WINS IN VGSA 2022

Details re Principal Workload

## Reducing the administrative burden on principals

The provision of \$11.988m per year (commencing 1 July 2022) to assist principals in the following areas:

- New support for principals to meet their pre- and post- OHS audit obligations and Essential Safety Measures;
- DET to provide additional support to manage emergency management functions;
- Use of external investigators for complaints against staff, rather than principals being required to undertake the investigator role.



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# CONCERNS ABOUT THE BROADER VGSA 2022

Page	Quote	Comment
37	Time-in-Lieu	<ul style="list-style-type: none"><li>• Premise behind this is that from an industrial perspective, staff cannot be expected to undertake work that is uncompensated outside their hours of duty.</li><li>• Provisions for TIL are only in respect to “required” duties not voluntary attendance.</li><li>• Deeply concerning change from a management and operational level.</li><li>• Will likely result in the cessation of camps and activities such as overseas learning experiences. (A 2 night camp, with 6 hours sleep equates to 26.2hrs TIL) – that’s also assuming it’s beyond the normal 7.6hr day, but not 100% clear in the way it’s written.</li><li>• Discretionary effort – going to become a very blurred line.</li><li>• Can we now close the school for TIL days?</li><li>• Given the Parent payment rules preclude charging parents for such costs, this is to be regarded as another unintended consequence of both the Parent Payment rules and the VGSA 2022</li><li>• Not available for Principal Class – “you are the manager.”</li></ul>



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5	<i>That employees have the opportunity to perform all of their duties within a reasonable timeframe and have fair and reasonable conditions.</i>	<p>What's reasonable? This is just in the objectives, however this could be used to challenge Principals, trying to achieve government objectives.</p> <p>How does it/or does it apply to Principals?</p>
8	<i>...thirty hours time release commencing from term 4 for the following twelve months for one union nominee to enable consultation with the union sub branch;</i>	<p>This is a big jump: Will it be funded? If there are 2 reps, we trust it can be split. What about the equity for the other staff reps? This is a huge cost to a school where equity is applied.</p>



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# OTHER CHANGES TO NOTE

- ❖ PPD's being withdrawn over the term of the Agreement
  - There will be **3** days in 2022
  - There will be **2** days in 2023
  - There will be **1** day in 2024
- ❖ One of the four Pupil Free Days specific for the purpose of Assessment & Reporting
- ❖ The following increases to allowances:
  - the minimum annual amount for a special payment is increased to \$925.00
  - the maximum salary loading allowance is increased to reflect the 2 per cent per annum salary increases
  - the re-establishment allowance is increased to \$541 for an employee without dependants and \$1,083 for an employee with dependants.
  - specify Remote allowance in agreement which will be increased to reflect the 2 percent per annum salary increases over life of agreement.



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# OTHER CHANGES TO NOTE

## ❖ *Parental leave*

- Increase of **maternity leave** period from 14 weeks to 16 weeks.
- Introduce the **payment of superannuation contributions** in respect of unpaid parental leave in the first 12 months of an employee's parental leave. *(Payment will be made at the conclusion of the 12-month period, provided the employee continues to be employed at that time).*
- Increase **partner leave** from 1 week to 4 weeks paid leave.
- Increase **other paid parental leave** from 8 weeks to 16 weeks and provide more certainty about the definition of who is eligible to access this leave, and how the leave is accessed.
- Extension of education support class **pre-natal leave** provisions to all teaching service employees and increased from 35 to 38 hours.
- Increase **spouse pre-natal leave** from 7.6 hours to 15.2 hours.



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# OTHER CHANGES TO NOTE

- ❖ Maintain a **common start date** for the school year for all employees.
- ❖ **Grandparent Leave** – inclusion of up to 52 weeks unpaid grandparent leave to provide care and assistance to the parent or the grandchild.
- ❖ **Cultural and Ceremonial leave** for Aboriginal and Torres Strait Islander employees extended to match VPS provisions and clarity that unpaid leave can be used.
- ❖ **Infectious diseases leave** modified based on recent COVID experience.
- ❖ **Leave Without Pay** – inclusion of a specific leave without pay provision in the Agreement.



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# NEXT STEPS.....

- ▶ Over the next month, forums by EBA Negotiations teams and DET to unpack proposed agreement.
- ▶ Proposed VGSA needs to be put to a vote and Principals and managers will receive operational instructions as to how to proceed.
- ▶ Ratification by Fair Work Commission.
- ▶ Continued discourse and dialogue around matters of concern and raising these with the DET.