

Victorian Relief Teachers get the worst deal in Australia.

- Russell Mansfield. Southern Teaching Services

Lowest Paid in Australia

The Victorian Education Department is now paying Casual Relief Teachers by far the lowest daily rate of all the states. A stark contrast to the seventies when CRTs in Victoria were the highest paid in Australia. This is further substantiated by reports that Victorian border schools can't get local CRTs because of more attractive salaries in NSW and SA. I have personally witnessed 2 new CRTs turn straight around and return to QLD and 1 returned to SA when they realised the pay was so low. Some states pay \$100 a day more than Victoria.... that's 50% more. CRTs are an integral part of every school's staffing needs and our government has taken them for granted for too long.

• Current Rates

Tasmania	\$64,082	(\$326/day)
South Australia	\$61,444	(\$313/day)
NSW	\$57,412	(\$293/day)
Queensland	\$55,007	(\$280/day)
ACT	\$54,096	(\$276/day)
Western Australia	\$49,113	(\$251/day)
Northern Territory	\$50,217	(\$256/day)
Victoria	\$42,434	(\$216/day)

Unfair Hours Of Employment

The miserly 6 hours paid to a CRT for a full day's work in Victoria is quite unreasonable.

Consider the following:

Before School

All CRTs must first report to the school office.

New CRTs have to present their documents to the School Office, need to find out the School's discipline policy and any other emergency procedures, clarify yard duty obligations and receive any special instructions left by the absent teacher.

Once in the classroom, the CRT must find any prepared work left by the absent teacher, collect any required materials/equipment, photocopy worksheets, put up blackboard activities, scan the roll for children with serious disabilities or behavioural problems and work out any house point or reward systems. Some schools actually ask CRTs to attend assemblies before school.... How unrealistic and unfair is that?

All this must take at least 40 minutes (ie 20minutes before school and the rest of the work made up somehow during the day)

During The Day

Considering that CRTs (under the regulations) are expected to do 60 mins yard duty (all of recess and ½ of lunchtime) EVERY day... **they must rarely get a lunch break at all**.....and if they do it's usually a cup of tea in their classroom while they continuing to prepare/ correct work.

CRTs are occasionally required to collect excursion moneys or prepare other administration work.

Conscientious CRTs will write a running report on the day's activities for the returning teacher.

After School

At the end of the day the CRT must see the children out of the room, and sometimes attend to parents' requests or questions. They will also ensure the room is left tidy before returning any keys to the office and signing the time sheet before they leave. Most often they do not get away before 3.45 and on many days will **have had no time for lunch or morning tea**. Some schools are illegally placing CRTs on yard duty outside their existing hours of employment. This opens a Pandora's Box of future lawsuits against principals, school councils and the government should any incident occur.

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Counting the early start, the missed breaks and the delays at the end of the day, your CRTs regularly donate 45 minutes of their **unpaid** time each day.

Why are they not being paid for these additional expectations?

Why should **anyone** work.... and not be paid?

Considering most CRTs are fully qualified teachers (many are ex Senior Teachers, APs, even Principals) most of whom come to us with outstanding track records in full-time teaching..... we ask ...

How can the Ministry not pay CRTs for the same hours as permanent staff?

In a nutshell.....

CRTs don't get Preparation time during the day.
CRTs don't get paid until 9'0'clock.

CRTs don't get holiday pay, sick pay, Long Service.
CRTs get paid for ½ of the luncheon interval.
CRTs always get Yard Duty (Regulation).
CRTs not entitled to recess break (Regulation).
CRTs are paid until 3.30 pm .
CRTs are paid to a max. 6 hrs a day.

Permanent staff get 2-3 hrs a week.
Permanent Staff get paid from 8.45 am
(even though the CRTs often arrive first)
Permanent Staff get the lot.
Permanent staff paid ALL of lunchtime.
Permanent Staff usually only twice a week.
Permanent staff get most recesses off.
Permanent Staff are paid until 4.10 pm.
Permanent staff get paid 7.6 hrs a day.

The logical approach to overcome these differences would be for the Government to immediately:

- 1. Up the hourly pay rate from \$36.08 to \$ 44.08 per hr.** (same as full time Graduate)
- 2. Increase the hours of attendance to 7.6 hours** (same as full time Graduate).

That would give each CRTs wage parity with at least an inexperienced permanent Graduate (sadly, about the best recognition CRTs can expect at this stage).

Expected Results.

- Victorian CRTs would then be seen to be earning \$335 per day giving them parity with the lowest paid permanent staff (Graduates). Temporarily shading Tasmania as the highest paid in the land.
- School Yard Duty expectations can be legally met without having to rearrange permanent staff at the last minute.
- By increasing the official hours of appointment the Government has least honoured it's flawed criterion of: " more pay for greater performance"..
- It will help to slow the exodus of Victorians to Queensland. Last year 22,000 Vics migrated north. I'll bet half were teachers looking to do CRT work.

****The above information was updated in January 2009.**

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