

Union helps members collect backpay owed

September 03, 2020

Federation has supported TAFE members to gain backpay in excess of \$200,000 in 2019 and 2020, with some individual claims exceeding \$50,000.

The union helped several members to resolve issues around large underpayments for related duties, salary progression and non-payment of teachers on suspension.

Non-payment of related duties entitlements for part-time casual teachers has been on the increase across all TAFE regions.

Federation won the case for payment of related duties for TAFE teachers in the early 2000s. Members successfully highlighted to the community and the NSW Industrial Relations Commission the inequities in pay and conditions for TAFE part-time/casual teachers compared with permanent teachers.

In September 2003, before TAFE teachers were transferred to the federal Fair Work Commission, Federation took the TAFE pro rata award variation case to the NSW Industrial Relations Commission. At that time TAFE management strongly opposed the case and argued against any pay equity for TAFE part-time/casual teachers. Union members won the case for payment for related duties for all part-time/casual teachers.



For more than 15 years the TAFE enterprise agreement has been very clear about the entitlement of part-time/ casual teachers to payment for related duties.

Related duties payment is an entitlement won by your union; it is not at the discretion of heads of skills teams, head teachers band 3 or section head teachers to deny payment of related duties.

If TAFE members believe they have been underpaid they should contact 1300 654 369 or email postschools@nswtf.org.au.

Please encourage all teachers in your section to join Federation to oppose the attacks on our hard-fought wages and conditions.

TEACHING DUTIES HOURS	RELATED DUTIES HOURS
19 hours or more per week	6 hours 20 minutes
18 hours	6 hours
17 hours	5 hours 40 minutes
16 hours	5 hours 20 minutes
15 hours	5 hours
12 to less than 15 hours	3 hours

10 to less than 12 hours

1 hour