

# Australian Workplace Agreements (AWAs)

The following is an example of materials that could be included in a Workplace Agreement (Contract of Employment), and similar has been revealed in one known NT workplace. Any person presented with a *Contract of Employment* or a *Workplace Agreement* should contact their Union before signing any documents.

## *Teaching Contract Conditions of Employment*

- 1. That the award rate which is currently \$..... will be paid for each face to face teaching hour. This rate includes payment for time spent in preparation, assessment, reporting, meetings ;and other tasks associated with presenting the course, on the basis of an additional hour for each face to face teaching hour.*
- 2. That in addition to the aforesaid payment, 9% superannuation will be paid by the Council, on behalf of the teacher, into the Australian Retirement Fund, or their preferred superannuation fund, on salaries that exceed \$450 per month.*
- 3. That the position does not provide sick leave or holiday pay.*
- 4. That when normal teaching time falls on a public holiday, payment will be made at the above rate.*
- 5. That all professional obligations regarding the provision of a current teacher curriculum vitae, preparation, programming and presentation of course components and assessment of students progress will be fulfilled as required (refer guidelines).*
- 6. That the total teaching hours or class times may be reviewed by the school within the first four weeks of commencement in response to enrolment levels.  
That the teacher may terminate this contract at any time and, if possible, will provide at least one week notice.  
That the school may terminate this contract at any time for either unsatisfactory fulfilment of the schools requirements or in the event that this program is terminated by the accrediting or funding institution. The teacher will be eligible for two weeks notice.*
- 7. That the Coordinator will bring to my attention and discuss with me any issues of concern that may lead to the termination of this contract.*
- 8. Unavoidable teacher absences should be covered by rescheduling of classes at a mutually agreed time between teacher and students.*

.....  
*Signature of employee*

.....  
*Signature of employer*

**Remember - Contact your Union before signing any documents !**