

Classification Specific - Comparison table

EDUCATION ASSISTANTS AND FIRST NATIONS EDUCATORS

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)
Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Agreement 2014 (Current EBA), and
Educational Services (Schools) General Staff Award 2020 (Award)

Key Points

- The Proposed Agreement contains the same number of Levels and Steps as in the Current EBA.
- Each Classification Level contains descriptions of the types of work, experience and qualification required.
- Full-time employees work 32.5 ordinary hours per week and part-time employees less than 32.5 ordinary hours per week (significantly less than 38 ordinary hours per week under the Award).
- Full-time and Part-time employees are paid their Base Salary for all weeks of the year as per the Current EBA. Unlike the Award, employees in this Classification cannot work under a Reduced Working Year Arrangement in which the Base Salary for term weeks is averaged over the calendar year. Casual employees receive a 25% loading up from 20% under the Current EBA. Maximum ordinary hours are 38 per week; overtime applies thereafter.
- Part-time employees must be provided with a roster setting out their ordinary working pattern ("Part-time roster"). Work performed outside of their Part-time rostered hours is paid at a casual or overtime rate.
- **Rates are between 31% and 57 % above the Award.**
- All full-time employees employed when the Proposed Agreement commences will receive the full \$3,000 one-off payment when the Proposed Agreement takes effect. For Education Assistants and First Nations Educators, full-time employment is 32.5 ordinary hours per week. If an employee works those hours, they will receive the full \$3,000 payment. A part-time employee will be paid a one-off payment pro rata based on the percentage of ordinary hours worked, or on the "Part-time" roster (casuals do not receive this payment).
- There are changes and overall improvements to the In-charge allowance and a new special responsibility allowance

Comparison of other Entitlements

NEW to the Proposed Agreement, and currently in the Award	Not in the Award but in the Current EBA	NEW not in the Current EBA <u>or</u> the Award
<ul style="list-style-type: none"> - 10-hour break - On-call/Recall Allowance - Meal Allowance - Make-up Time 	<ul style="list-style-type: none"> - Accreditation Allowance - School Bus Allowance - Location Allowance - Deferred Salary Scheme - Infectious Diseases Leave - Leave Without Pay - Special Leave 	<ul style="list-style-type: none"> - Special Responsibility Allowance - Remote Area Allowance - Camp Allowance - Catholic Day - Discretionary Leave Day - Study Leave - Financial Incentive for select regional and remote schools

Table 1: Comparison of Levels Proposed Agreement and Current EBA

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
SCHEDULE 2 – 3. EDUCATION ASSISTANTS AND FIRST NATIONS EDUCATORS		
Explanation and Comparison		
The Proposed Agreement provides a more detailed description of the role and qualification requirements.		
Note: Home Economic Assistants are now covered by the Administration and Technical Services Classification.		
3.2 Education Assistants - General		
Level 1	<p>General Education Assistant (Unqualified) usually works under the guidance of a teacher to assist student learning, either individually or in groups. An Employee at Level 1 may also be required to help collect, prepare, and distribute classroom materials. Other duties may include assisting with clerical duties associated with everyday classroom activities and assisting teachers with the care of students on school excursions, sports days, and other classroom activities. An Employee working at this Level may have completed Year 12 without work experience, and/or a Certificate I or II with relevant work-related experience.</p> <p>Typical position</p> <p>General Education Assistant (Unqualified).</p>	38. Teachers' Assistants in Primary and Secondary schools, including Home Economics Assistants
Level 2	<p>A General Education Assistant (Qualified) usually works under routine supervision and more general direction with experience. Employees working alone may work semi-autonomously and be responsible for tasks/projects. An Employee at Level 2 may be required to assist with student learning, which involves some discretion and judgement under the supervision of a teacher and in line with students' learning needs. An Employee at this Level typically holds a minimum qualification of Certificate III in School-Based Education Support or equivalent, as determined by the Employer. An Employee at this Level working in a pre-kindy or kindy classroom is required to hold a minimum qualification approved by the Australian Children's Education and Care Quality Authority (ACECQA).</p> <p>Typical position</p> <p>General Education Assistant (Qualified).</p>	38. Qualified Teachers' Assistants will hold an appropriate Certificate III or IV "Classroom Assistant" Course as recognised by the employer at a recognised training institution or equivalent
3.3 Education Assistants – Students with Disabilities (SWD)		
Level 1	<p>An Education Assistant (SWD) works in special education support programs or with individual students in mainstream classes. An Employee usually works under the guidance of a teacher to assist individual or group student learning. They may also be required to help collect, prepare, and distribute classroom materials. Other duties may include assisting with clerical duties associated with everyday classroom activities and assisting teachers with the care of students on school excursions, sports days, and other classroom activities.</p>	38. Teachers' Assistants in Primary and Secondary schools, who have as their main duty the care of a student with special learning

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
	<p>An Employee working at Level 1 may have completed Year 12 without work experience or a Certificate I or II with work-related experience.</p> <p>Typical position</p> <p>Education Assistant SWD (Unqualified).</p>	needs as defined and funded by the Government
Level 2	<p>An Education Assistant SWD (Qualified) works under routine supervision and more general direction with experience. When working alone, an Employee may work semi-autonomously and be responsible for tasks/projects. An Employee at Level 2 may be required to assist in student learning where some discretion and judgement are involved, including evaluating student learning needs under teacher supervision.</p> <p>An Employee at Level 2 will hold a minimum qualification of Certificate III in School-Based Education Support or equivalent, as determined by the Employer.</p> <p>Typical position</p> <p>Education Assistant SWD (Qualified).</p>	38. Qualified Teachers' Assistants will hold an appropriate Certificate III or IV Advanced Teacher Aide Certificate Special Needs Course or equivalent qualification as recognised by the employer at a recognised training institution or equivalent
3.4 First Nations Educators		
Level 1	<p>A First Nations Educator (Unqualified) usually works under the guidance of a teacher or school leader to assist student learning through:</p> <ul style="list-style-type: none"> - Supporting students individually or in groups - Assisting in engaging and connecting with Aboriginal students' families and community - Supporting the integration of the Aboriginal and Torres Strait Islander students' histories and cultures as a cross-curriculum priority. <p>Typical position</p> <p>First Nations Educator (Unqualified).</p>	38. Aboriginal Teachers' Assistants in Primary and Secondary schools, who have, in addition to their general teacher assistant duties, home liaison duties and/or are required by the employer to use their Aboriginal language skills to assist the teacher. Such ATAs are funded by the Government
Level 2	<p>A Level 2 First Nations Educator – Qualified usually works under routine supervision and general direction. In addition to Level 1 duties, a Level 2 First Nations Educator will work independently and lead tasks and projects within their area of expertise.</p> <p>A Level 2 Employee will hold the minimum qualification of Certificate III in School-Based Education Support or equivalent as determined by the Employer.</p> <p>Typical position</p> <p>First Nations Educator (Qualified).</p>	38. Qualified Teachers' Assistants will hold an appropriate Certificate III or Certificate IV in Education (Aboriginal and Torres Strait Islander) as recognised by the employer at a recognised training institution or equivalent

Table 2: Comparison – Ordinary Hours and Penalty Rates

Proposed Agreement		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
SCHEDULE 2				
3.5 (a), (b) Ordinary Hours, Full-time and Part-time employees	<ul style="list-style-type: none"> - Full-time employees work 32.5 ordinary hours per week, which may be averaged over 2 or 4 weeks - Part-time employees work less than 32.5 ordinary hours per week. Ordinary hours may be on 5 days in any 7 days - Monday to Friday, between 7.00 am and 6.00 pm. 	36. 32.5 hours per week from Monday to Friday. The Employer and the Union may agree that the ordinary hours of work are up to, but not exceeding, 38 per week.	The Award provides 38 ordinary hours per week for a full-time Education Assistant.	The Proposed Agreement is significantly more beneficial than the Award, as full-time ordinary hours are 32.5 per week compared to 38 ordinary hours under the Award, and the MHR is significantly higher. Unlike the Current EBA, the Proposed Agreement clarifies how ordinary hours can be worked.
3.7 Ordinary hours (full-time and part-time, fixed term) averaged over 12 months	Paid for all weeks of the year (excluding periods of unpaid leave).	39. Granted holidays without pay deduction	12. Leave without pay during non-term weeks. May be required to take leave without pay during non-term weeks and have salary averaged over the calendar year.	The Proposed Agreement is overall neutral with respect to the Award; however, the MHR is higher and therefore more beneficial. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, followed by overtime.
14.3 Ordinary Hours (casual)	Maximum of 38 ordinary hours per week. Overtime applies after maximum ordinary hours.	No provision.	Provided for.	The Proposed Agreement is neutral with respect to the Award; however, the MHR is higher. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, after which overtime is paid on the MHR.
57 Overtime – Casuals (includes casual loading)	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours are paid at 175% of the MHR - After 3 hours, 225% of the MHR paid - Sunday - 225% of the MHR - Public holidays 250% of MHR. 	No provision.	Provided for.	The Proposed Agreement is neutral on the Award's overtime percentages, but the MHR is higher and therefore more advantageous overall. The Proposed Agreement is more beneficial than the Current EBA as it includes overtime for casual employees.
3.12 In-Charge Allowance	If an Education Assistant or First Nations Educator is left in charge of a whole class, they get extra pay on top of their normal hourly rate	A Teacher's Assistant or Aboriginal Teaching Assistant left in charge of pupils for a full session	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.

Proposed Agreement		Current EBA	Award	Explanation and comparison															
Clause	Description or entitlement																		
	<p>(MHR), based on how long they are in charge:</p> <ul style="list-style-type: none"> - 1 lesson: MHR plus 10% - 1 day or more MHR plus 20% - More than 3 days: MHR plus 30% 	is paid their ordinary rate plus 10% for that time. If left in charge for more than 3 days, they are paid their usual rate plus 20% for the entire period in charge, unless specified in the CEOWA Aboriginal Teaching Assistants Manual.																	
3.13 Special Responsibility Allowance	<p>A principal can choose to pay a qualified Education Assistant (EA) a Special Responsibility Allowance (SRA) for taking on extra duties, such as leading a school project, running, or facilitating network/cluster meetings, coordinating induction and other training for EAs, or leading, coordinating, or mentoring other EAs.</p> <p>The SRA must be agreed in writing, paid for up to 12 months, and not transferable to another school or employer.</p> <table border="1" data-bbox="405 1015 795 1318"> <thead> <tr> <th>School Enrolments</th> <th>Number of SRA's payable</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>< 100</td> <td>1 x \$1000</td> <td>\$1000</td> </tr> <tr> <td>100-300</td> <td>2 x \$1000</td> <td>\$2000</td> </tr> <tr> <td>301 - 600</td> <td>3 x \$1000</td> <td>\$3000</td> </tr> <tr> <td>601-</td> <td>4 x \$1000</td> <td>\$4000</td> </tr> </tbody> </table>	School Enrolments	Number of SRA's payable	Total	< 100	1 x \$1000	\$1000	100-300	2 x \$1000	\$2000	301 - 600	3 x \$1000	\$3000	601-	4 x \$1000	\$4000	No provision.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.
School Enrolments	Number of SRA's payable	Total																	
< 100	1 x \$1000	\$1000																	
100-300	2 x \$1000	\$2000																	
301 - 600	3 x \$1000	\$3000																	
601-	4 x \$1000	\$4000																	

Table 3 - Comparison Relevant Allowances and Entitlements – Where Applicable

- ✘ Means the entitlement is not contained in the Current EBA or Award
- ✔ Means the entitlement is contained in the Current EBA or Award

Proposed Agreement		Current EBA	Award	Comparison
Clause	Entitlement			
3.12	In-Charge Allowance	✔	✘	The Proposed Agreement is more beneficial than the Current EBA and the Award.
3.13	Special Responsibility Allowance	✘	✘	The Proposed Agreement is more beneficial than the Current EBA and the Award.
39	Ten-hour break*	✘	✔	*No entitlement if entitled to a -Ten Hour break and a Camp Allowance. Otherwise, the Proposed Agreement is more beneficial than the Current EBA and neutral regarding the Award.
43	Accreditation allowance	✔	✘	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
44	First Aid Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and less beneficial than the Award, as the single First Aid Allowance may be split between employees under the Proposed Agreement. No entitlement is required to hold a first aid certificate as part of the employee's role.
45	Location Allowance/ Remote Area Package	✔	✘	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA with regards to the Location Allowances, but more beneficial with regards to the Remote Area Package.
46	School Bus Allowance	✔	✘	The Proposed Agreement is more beneficial than the Award and neutral regarding the Current EBA.
47	Higher Duties Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Award and less beneficial than the Current EBA.
48	On-call and Recall Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
49	Meal Allowance	✔	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
51	Camp Allowance	✘	✘	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
52	Personal Protective Equipment	✘	✘	The Proposed Agreement is more beneficial than the Current EBA and the Award.
53	Vehicle Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and the Award.

Proposed Agreement		Current EBA	Award	Comparison
Clause	Entitlement			
59	Broken Shift Penalty	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
60	Time off instead of overtime	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
61	Make-up time	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
68	Catholic Day	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
72	Deferred salary scheme	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
74	Infectious diseases leave	✓	X	The Proposed Agreement is more beneficial than the Award and neutral regarding the Current EBA.
75	Leave without pay	✓	X	The Proposed Agreement is more beneficial than the Award and neutral regarding the Current EBA.
82	Special leave	✓	X	The Proposed Agreement is more beneficial than the Award and neutral regarding the Current EBA.
83	Discretionary leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
84	Study leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.

Table 4 – Proposed Agreement v Award - Education Assistant - General

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Education Assistant - General (GEA)			Award - Classroom Support Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level One – GEA (Unqualified) Step 1	\$35.08	\$59,473	Grade 1 Level 1.3	\$26.76	\$53,062	31%	\$6,411
Level One – GEA (Unqualified) Step 2	\$35.94	\$60,926	Grade 1 Level 1.3	\$26.76	\$53,062	34%	\$7,864
Level One – GEA (Unqualified) Step 3	\$37.24	\$63,126	Grade 1 Level 1.3	\$26.76	\$53,062	39%	\$10,064
Level Two – GEA (Qualified) Step 1	\$38.52	\$65,306	Grade 2 Level 2.1	\$26.96	\$53,453	43%	\$11,853
Level Two – GEA (Qualified) Step 2	\$39.43	\$66,842	Grade 2 Level 2.2	\$27.79	\$55,102	42%	\$11,740

Table 5 – Proposed Agreement v Award - Education Assistant Students with Disabilities

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Education Assistant SWD (EASWD)			Award - Classroom Support Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level One - EASWD (Unqualified) Step 1	\$40.19	\$68,129	Grade 1 Level 1.3	\$26.76	\$53,062	50%	\$15,067
Level One - EASWD (Unqualified) Step 2	\$40.97	\$69,458	Grade 1 Level 1.3	\$26.76	\$53,062	53%	\$16,396
Level Two - EASWD (Qualified) Step 1	\$41.81	\$70,870	Grade 2 Level 2.1	\$26.96	\$53,453	55%	\$17,417
Level Two - EASWD (Qualified) Step 2	\$43.73	\$74,129	Grade 2 Level 2.1	\$27.79	\$55,102	57%	\$19,027

Table 6 – Proposed Agreement v Award - First Nations Educators

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement First Nations Educators			Award - Classroom Support Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level One - First Nations Educator (Unqualified) Step 1	\$40.19	\$68,129	Grade 1 Level 1.3	\$26.76	\$53,062	50%	\$15,067
Level One - First Nations Educator (Unqualified) Step 2	\$40.97	\$69,458	Grade 1 Level 1.3	\$26.76	\$53,062	53%	\$16,396
Level Two - First Nations Educator (Qualified) Step 1	\$41.81	\$70,870	Grade 2 Level 2.1	\$26.96	\$53,453	55%	\$17,417
Level Two - First Nations Educator (Qualified) Step 2	\$43.73	\$74,129	Grade 2 Level 2.2	\$27.79	\$55,102	57%	\$19,027