

Temporary teacher vacation payments

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During the 2010 Enterprise Bargaining process, the Queensland Teachers' Union negotiated improved access to summer vacation pay for temporary teachers.

Currently, Clause 8.3 of the *Department of Education and Training State School Teachers' Certified Agreement 2016 (CA)* makes explicit the entitlements to paid vacations (including the summer vacation) for temporary teachers.

For summer, there are three types of payments that apply to temporary teachers depending on your pattern of work and length of engagement.

1. Pro-Rata payment

A pro-rata payment is paid on a fortnightly basis over the summer vacation. It is based on the number of school days worked is an entitlement for temporary teachers who have worked the entire school year and are employed permanently or have a contract in place for the start of the following year. The following exceptions may also receive a pro-rata payments:

- Secondary teacher who meets the above conditions however they cease employment two weeks or less prior to the commencement of the summer vacation.
- Temporary teachers who have been engaged in a temporary capacity for a full school year and are re-engaged in a permanent or temporary capacity by the beginning of week 3 of the following school year.
- Temporary teachers who commenced service at least by the beginning of the third week of school in term 1 and are reemployed for the start of the following year.
- Temporary teachers who have worked a full year other than a short break in service provided that the break was not more than nine days. (*Entitlement is based on 28/33 day summer vacation period.*)

2. Lump Sum Summer Payment (LSSP)

Entitlement paid as a Lump Sum prior to Christmas period for temporary teachers who are rostered to work a minimum of 100 days in the school year with at least 10 of those days being in term 4 or are employed for all of semester 2. These teachers may or may not have a contract in place for the following year.

(Entitlement is based on 20 day summer vacation period.)

3. Lump Sum on Termination (LSOT) Payment

For temporary teachers who do not meet the above two payment thresholds and who do not have contract in place for the following year.

The formula for the determination of paid leave is as follows:

$$\frac{\text{Number of school days paid} \times 20 \text{ (days)}}{\text{Actual number of days in school year}}$$

Actual number of days in school year

or

$$\frac{\text{Number of hours paid} \times 100}{\text{Actual number of hours in school year}}$$

Actual number of hours in school year

N.B. Vacation periods paid during the school year are subtracted from the accrued annual leave calculated.

Mid-year vacation periods

Mid-year vacation periods are paid when a contract encompasses both sides of a mid-year vacation period (June/July and September).

Where a contract finishes immediately prior to a mid-year vacation period, and no contract is in place after the vacation, a teacher would not be entitled to vacation pay.

Where a teacher has contracts on either side of a mid-year vacation at different fractions, the vacation is paid at the fraction prior to the vacation.

Easter vacation period

As with the other mid-year vacations, where a temporary teacher is engaged either side of the vacation, it should be with pay. However, it is to be noted that the flexible student free days scheduled within the Easter vacation period may be without pay. The length of the engagement should determine this. Please refer to the QTU's [Student free days](#) information brochure.

Temporary teachers are encouraged to contact the QTU to discuss eligibility.

Further contacts:

DET Payroll Services

<http://education.qld.gov.au/corporate/payroll-services.html>

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