

ENTERPRISE AGREEMENT

NO: E.A. 11 /1992

DATE REGISTERED: 14-9-92

PRICE: \$ 10.00

Enterprise Agreement

Teachers employed in Evening College

Clause No.	Subject Matter
1.	Parties to the Agreement
2.	Scope of Agreement
3.	Award
4.	Employment
5.	Rate of Pay
6.	Dispute Avoidance and Grievance Procedure
7.	Duress
8.	Term

1. Parties to the Agreement

This agreement is made between St Patrick's College Ltd (the "School") and the New South Wales Independent Teachers Association (the "ITA") a registered industrial union of employees.

2. Scope of Agreement

This agreement shall apply to teachers employed by the School to teach in their mature students education programme (the "programme").

3. Award

Except as provided by this agreement, the conditions of employment of teachers by the School will be in accordance with the Teachers (Non Government Schools)(State) Award (the "Award").

4. Employment

Teachers employed by the School on this programme are employed as casual employees.

5. Rate of Pay

(a) Teachers employed under this agreement shall be paid the

hourly rate for face to face teaching of \$31.06.

- (b) The rate set out in sub-clause (a) of this clause is only paid for face to face teaching and is calculated to recompense teachers for the other ancillary duties such as preparation and marking which are associated with face to face teaching.

6. Dispute Avoidance and Grievance Procedure

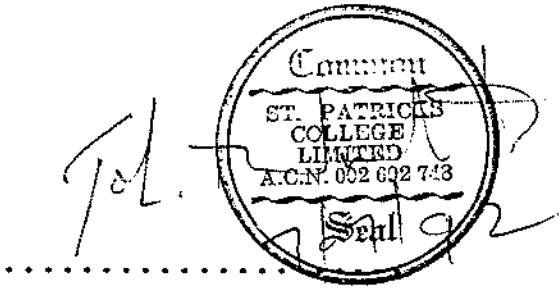
- (a) The objective of these procedures is the avoidance and resolution of industrial disputation, arising under this agreement, by measures based on consultation, co-operation and negotiation.
- (b) Without prejudice to either party, the parties to this Agreement shall ensure the continuation of work in accordance with the Award, this Agreement and custom and practice in the School.
- (c)
 - (i) In the event of any matter arising under this Agreement which is of concern or interest, the teacher shall discuss this matter with the Principal or his/her nominee.
 - (ii) If the matter is not resolved at this level, the teacher may refer this matter to the ITA, who will discuss the matter with the Principal or his/her nominee.
 - (iii) If the matter remains unresolved, it shall be referred to the General Secretary of the ITA or his/her nominee and the Executive Director of the Catholic Industrial Office or his/her nominee for discussion and appropriate action.
 - (iv) If this matter cannot be resolved at this level it may be referred to the Industrial Commission of New South Wales or its successor.
- (d) Nothing contained in this procedure shall prevent the General Secretary of the ITA or his/her nominee or the Executive Director of the Catholic Industrial Office or his/her nominee from entering into negotiations at any level either at the request of a member or on their own initiative in respect of matters in dispute should such action be considered conducive to achieving resolution of the dispute.

7. Duress

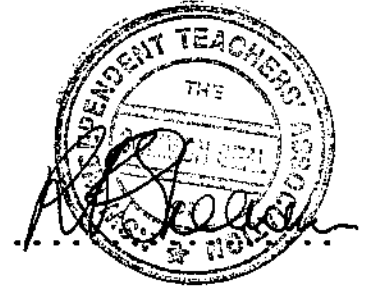
This enterprise agreement was not entered into by either party under duress from the other party or any other person or persons.

8. Term

This enterprise agreement shall have a term of 12 months.



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Mr J Winchester
St Patrick's College Ltd



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R Shearman
General Secretary
NSW Independent
T e a c h e r s
Association