

# ENTERPRISE AGREEMENT

NO: E.A.V 112 /1995

DATE REGISTERED: 4-4-95

PRICE: \$ 10-00

# AGREEMENT TO VARY

## SYDNEY DAY NURSERY AND NURSERY SCHOOLS ASSOCIATION INC. ENTERPRISE AGREEMENT

No. 304 of 1994

Clause No.	Subject Matter	Arrangement
1.	Parties to the Agreement	
2.	Variation	
3.	Duress	

### 1. Parties to the Agreement

This agreement is made between Sydney Day Nursery and Nursery Schools Association Inc ("SDN") and the New South Wales Independent Education Union (the "IEU") to vary the enterprise agreement No. EA 304 of 1994 in terms of the tables in clauses 9 Wages: 9.1 and 9.2, 10 Allowances: 10.1 Director's Loading, 23 Developmental Appraisal and Professional Development and 28 Job Share: 28.2 and 28.3. This agreement is to apply to Directors and Teachers employed by SDN at and after the registration of the variation of the enterprise agreement.

### 2. Schedule of Variation

Delete the tables in sub-clauses of clause 9 Wages: 9.1 and 9.2 and insert the following:

#### 9 Wages

9.1 The rates of pay for Three Year Trained Teachers shall be:-

Step	Annual Salary Per Annum from 1st pay period after 1 February 1995
1	27,501
2	28,902
3	30,413
4	31,808
5	33,257
6	34,864
7	35,741
8	36,611
9	38,069
10	39,590
11	40,659



9.2 The rates of pay for Fourth Year Trained Teachers shall be:-

Step	Annual Salary Per Annum from 1st pay period after 1 February 1995
1	29,244
2	31,055
3	32,801
4	34,738
5	36,539
6	38,069
7	39,590
8	41,306
9	42,957

Delete the table in sub-clause of clause 10 Allowances: 10.1 Director's Loading and insert the following:

#### 10 Allowances

10.1 Director's Loading

Step	Allowance Per Annum from 1st pay period after 1 February 1995
1 to 6	3,459
7 to 12	4,318
13 to 16	5,393
17 or more	5,910

#### 23 Developmental Appraisal and Professional Development

Delete the following:

"During the course of this agreement, the parties agree to co-operatively develop a developmental appraisal system."

and replace with the following:

"During the course of this agreement, the parties agree to trial the developmental appraisal system developed by the consultation committee during 1994."

Delete subclauses 28.2 and 28.3, and insert the following:

"SDN and the IEU will monitor the implementation of job share during 1995."

3. Duress

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

Signed for and on behalf of

Sydney Day Nursery and Nursery Schools Association Inc.

By

Date 1/2/95

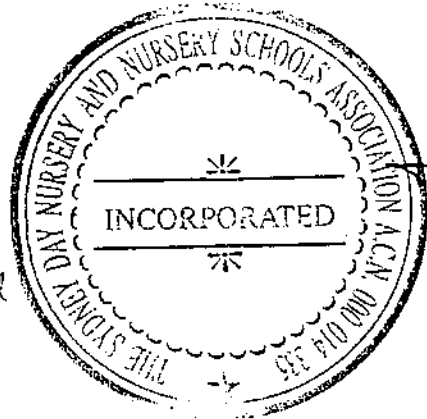
Signed for and on behalf of the

New South Wales Independent Education Union

By

Date 3/2/95

*Mary E Hill*  
MARY E HILL - DIRECTOR



*Melina O'Donnell*  
MELINA O'DONNELL  
Director

*R. J. ...*  
THE COMMON SEAL OF THE NSW INDEPENDENT EDUCATION UNION  
*Secretary*

3/2/95