



# Staff Wages & Conditions of Employment

BEPS OSHC employees are employed by BEPS School Council in accordance with the Victorian Teaching Service under Part 2.3 of the *Education and Training Reform Act 2006*. The following Federal award also applies to school council employees: Victorian Government Schools Award 2016. These documents can be accessed on the Department's Human Resource web site [HRWeb](http://www.education.vic.gov.au/hrweb/pages/default.aspx) (<http://www.education.vic.gov.au/hrweb/pages/default.aspx>). All Federal awards are available from the [Fair Work Commission](#).

OSHC employees are currently paid under the Education Support Class Salaries in Victorian Government Schools Award. All eligible employees must hold a valid, current Working with Children Check card.

## Superannuation

Compulsory superannuation contributions are regulated by the Commonwealth *Superannuation Guarantee (Administration) Act 1992*. Superannuation is generally paid for employees aged between 18 and 69 years who earn in excess of \$450 (before tax) per month. Currently the rate is 9% of the employee's gross earnings, and this is paid monthly into an approved fund as nominated by the individual.

If employees do not specify the superannuation fund they would like this paid into, BEPS OSHC Service will elect to pay into their approved industry superfund of choice.

## Work Cover

Compulsory workers compensation insurance cover is regulated by the *Victorian Accident Compensation Act 1985* & *The Accident Compensation (Work Cover Insurance) Act 1993*. Workers compensation insurance cover is compulsory and is calculated at approximately 4% of gross salaries.

If you are injured at work, you may be covered under this insurance.

Refer to BEPS OSHC Services and Brunswick East Primary policies;

- Code of Professional Conduct
- Educator Review & Performance Appraisal
- Managing Poor Workplace Performance & Gross Misconduct
- Participation of Students and Volunteers
- Staff Communication Protocol

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Brunswick East Primary School Outside School Hours Care Service  
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- Staff Recruitment and Retention
- Staff Meetings
- Mobile Phones

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