TAFE Know Your Rights: Advanced Skills Lecturer classifications



Matters pertaining to Advanced Skills Lecturer (ASL) classifications are dealt with in several parts of the *Western Australian TAFE Lecturers' General Agreement 2023* and also in two SSTUWA-TAFE Employee Relations Committee (STERC) policies.

Relevant parts of the Agreement

- **Clause 30 – Salaries and Classifications**, particularly sub-clauses 30.1 (d) and 30.2 (a).
- **Clause 31 – Progression**, particularly sub-clause 31.9.

While the relevant excerpts from the above clauses are printed below, if you wish to know more about these particular provisions it is best to read the entire clause.

Other parts of the Agreement and related policies

- **Schedule G – Salaries**
- **Schedule H – Salaries – Flexible Hours Arrangements**
- **Appendix B – Job Descriptions**
- **STERC – Memorandum of Understanding – Advanced Skills Lecturer Progression Policy and Guidelines to Address the Selection Criteria** (found on SSTUWA website or by contacting Member Assist).
- **STERC – Memorandum of Understanding – Approved Qualification for Progression Policy and Approved Qualifications List** (found on SSTUWA website or by contacting Member Assist).

Know your rights

- Members wishing to obtain ASL classifications should read the relevant information before applying.

- A member may apply to be assessed against the ASL 1 or ASL 2 criteria at any time. Members are not required to wait for a college to advertise for applications.
- Colleges will undertake assessment at least two times a year and it should not be more than six months between a member making an application and it being assessed.
- If a member is successful, pay is backdated to the date of application.
- A member assessed as not meeting the criteria for ASL 1 may reapply and address only the criteria that was previously deemed to have not been demonstrated provided that re-application is made within 12 months of being notified of being unsuccessful.
- If a member is unsuccessful at any stage of the process they should seek written feedback as to which criteria were not deemed to have been met and the reasons why. If the member does not agree with the assessment, advice should be sought from Member Assist.
- An ASL classification is maintained even if a member moves to another TAFE college so long as they are not absent from TAFE for more than two years.

Clause 30 – Salaries and Classifications

30.1 Lecturer

(d) Salary levels (including ASL 1 and ASL 2, but not Principal Lecturers) will be maintained between the renewal of lecturing contracts, providing that appropriate knowledge and skills are sustained and kept up to date during periods of absence of not more than two (2) years, as assessed by the employer.

30.2 Merit/Criteria Progression and Promotional Positions

(a) Merit/Criteria Progression Positions

(i) Advanced Skills Lecturer 1 - 20% of permanent and contract Full-Time Equivalent (FTE) lecturers in each College will be classified ASL 1, save that no lecturer will be classified as ASL 1 who does not meet all the necessary selection criteria as prescribed in Appendix B – Job Descriptions of this Agreement.

(ii) Advanced Skills Lecturer 2 – an ASL 1 lecturer, who has completed 12 months service at the top ASL 1 salary point, is eligible to be classified ASL 2 on their next salary increment anniversary date. No lecturer will be classified as ASL 2, who does not meet all the necessary selection criteria as prescribed in Appendix B – Job Descriptions of this Agreement.

(iii) A lecturer can apply to the College to be assessed against the ASL 2 criteria. Subject to being assessed as meeting the criteria prescribed in Appendix B – Job Description of this Agreement- for ASL 2 the College will classify the lecturer as ASL 2.

(iv) A lecturer can apply to the College to be assessed against the ASL 1 criteria. Subject to being assessed as meeting the criteria prescribed in Appendix B – Job Description of this Agreement– for ASL 1, the College will classify the lecturer as ASL 1, provided that not more than 20% of a college's lecturing FTE are classified as ASL 1.

(v) Colleges shall also advertise annually in March of each year for applications from suitably qualified employees for ASL 1 classification. This process will only occur if less than 20% of the college's lecturing FTE are classified as ASL 1. The figures used to determine the above shall be based on the college's lecturing FTE at the beginning of March.

Clause 31 – Progression

31.9 A higher education/training qualification (for example Bachelor degree, Graduate Diploma, Masters) is required for eligibility for appointment to Advanced Skills Lecturer 1, Advanced Skills Lecturer 2 and Principal Lecturer (other criteria also apply).

Authorised by Sally Dennis, General Secretary, The State School Teachers' Union of W.A.
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