Graduate teacher entitlements: what you need to know



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Teaching tip

Encourage voice and choice

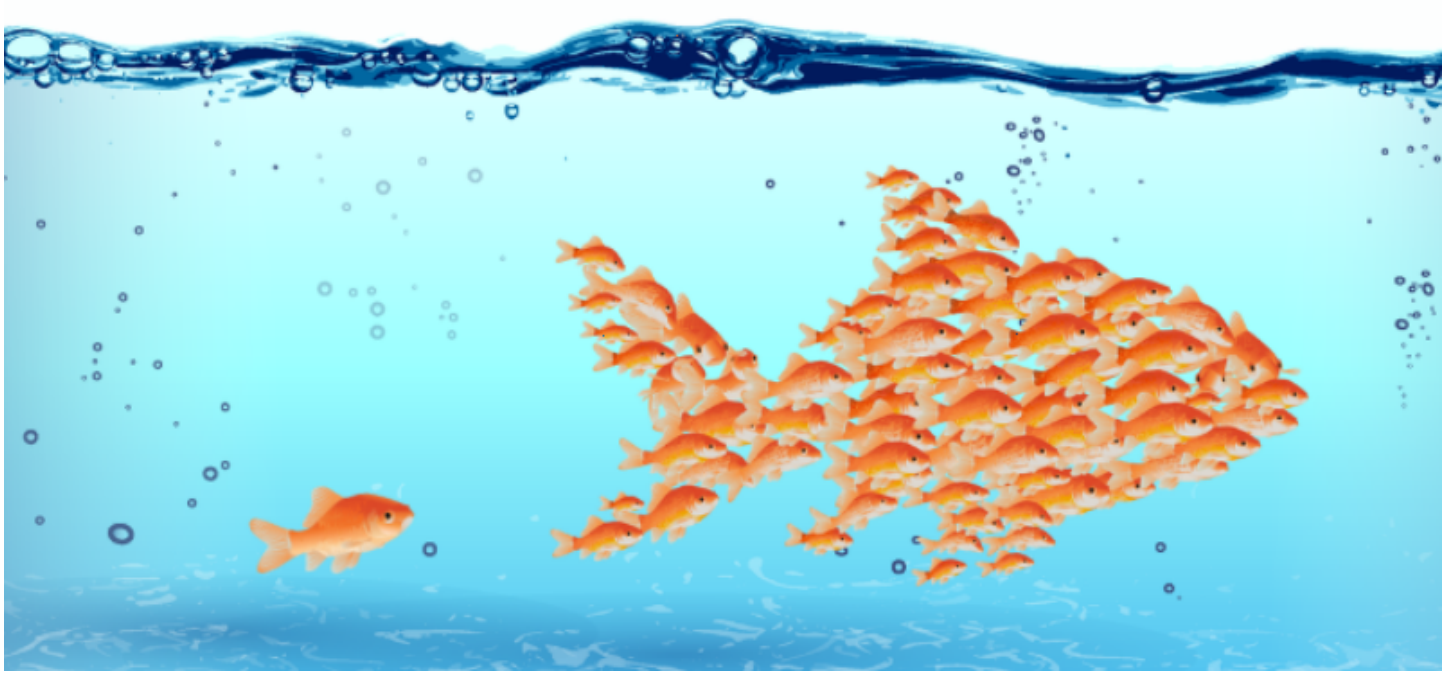
Learners are more likely to commit to something when they've had input. Student voice and choice can be sought in a multitude of domains – classroom expectations, rewards, consequences, learning topics, and even





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Be firm



Starting your teaching career is both exciting and challenging. The SSTUWA has consistently advocated for stronger support for graduate teachers and, as a result of generations of union members' efforts, a range of entitlements are available to help you succeed in the early years of your career.

It's important to check that you're receiving everything you're entitled to, as allocations can sometimes be missed. If you're unsure, support is available to help you follow things up.

If you're employed on a contract of six months or longer, you are entitled to the following:

Start-Up Allowance

A $2,000 (pro-rata) Start-Up Allowance at the beginning of both your first and second years of teaching. This payment is made through payroll, so check your initial payslips. If it doesn't appear, your first step is to speak with your manager of corporate services (MCS).

Additional Non-Contact Time

In your first year, you receive eight additional days of non-contact time. This may be scheduled as approximately one hour per week or as two full days each term. The timing is flexible and should be negotiated with your principal or line manager. This time can be used for planning, reporting, behaviour management and other essential duties other than teaching tasks.

Graduate Module Relief Funding

Schools receive funding for eight days of relief to allow you to attend Graduate Modules. If modules are completed online outside of school hours, on a day you would not normally work or during school holidays, you are entitled to paid time off in lieu. Confirm arrangements with your principal or line manager before enrolling in a module via the Professional Learning Information System.

Curriculum Materials Allowance

You can access a $150 allowance for classroom resources such as textbooks, teaching materials or useful teaching equipment like a Bluetooth speaker. These items belong to you. Check with your MCS before purchasing to confirm approval and reimbursement processes.

Contingency Allowance

This allowance supports travel and accommodation costs for Graduate Modules 1 and 2, particularly for regional teachers.

Amounts vary, starting at approximately $130 for metropolitan teachers.

Graduate teachers are also eligible for the In-Class Coaching Program and, under the 2021 General Agreement, should only be required to undertake internal relief by agreement.

For more information, view the *New Educator Rights and Entitlements* sheet here, or contact **Member Assist on 9210 6060 or 1800 106 683**.

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