

Incremental Progression



Victorian Catholic education employees are entitled to advance up the incremental scale on an annual basis.

Incremental progression is subject to the determinations outlined below.

Incremental Progression

The date for incremental progression will be 1 May each year. The date of progression is to be used for employees who are currently ongoing, or have been ongoing at any time from 29 October 2008.

Fixed Term employees shall be assessed for incremental progression at the commencement of each new contract of employment with a respondent employer, provided they were not in ongoing employment at any time on or after 29 October 2008.

From 1 May 2013, employees are required to have undertaken six months of service to be eligible for incremental progression. Up until 30 April 2013, four months of service was required to be eligible for incremental progression.

At the employer's discretion, incremental progression may be withheld during a period where an employee is on an Employee Improvement Plan (EIP) under clause 13 – Managing Employment Concerns. Any incremental progression that is withheld shall be back paid upon the conclusion of the EIP other than when an EIP concludes in termination of employment.

Additional Qualifications – Teachers

Teachers are entitled to advance up the incremental scale by one subdivision if they have successfully completed a qualification of a Masters Degree (or its equivalent) or higher. The qualification must be attained according to standards adopted and approved by Australian tertiary institutions and must be equivalent to at least one year of full time study.

Incremental advancement will occur on 1 May following the date on which the extra qualification was attained, or upon commencement of a new contract for other staff if the qualification was attained after 1 May. Incremental advancement shall not pre-date the date of notification.

Teachers are required to notify their employer in writing of the acquisition of an additional qualification, and provide satisfactory evidence to this effect.

Accelerated Advancement – Teachers

Teachers may be considered for accelerated advancement through the incremental scale. Advancement procedures are determined by the employer, and will only be applicable during their employment with this employer.

References

- *Victorian Catholic Education Multi Enterprise Agreement 2013* (clause 13, 40, 50, 52)



Resources

- [2013 Agreement Implementation](#)
- [Salary Assessment Information for Teachers](#)
- [Application for Salary Assessment](#)
- [Salary Assessment Calculator](#)
- [Salary Assessment Calculator Help Document](#)
- [Salary Assessment Guidelines](#)