

Teacher time in lieu – FAQs

How does the 5 days Time in Lieu (TIL) acquittal work?

Catholic employers and schools will allocate 5 full days across the school year for TIL acquittal for teachers. This means all full-time teachers will receive 5 full days (38 hours) across the school year for TIL acquittal, rather than hours here and there.

When will the 5 days be provided?

The timing of the 5 full days will be subject to each individual school/employer. Schools will notify teachers at the start of each year when the minimum 5 days of TIL acquittal are to be taken. The 5 days may occur as a single day or in a block of two or more days.

How is this arrangement different?

Providing 5 full days ensures that all full-time teachers in all primary schools and secondary schools across our sector receive the same arrangements for TIL acquittal.

There are currently a number of different ways in which TIL can be acquitted throughout the school year.

The new arrangement ensures that every school provides a designated number of full days for TIL acquittal.

It guarantees all full-time teachers a minimum of 5 full days for TIL acquittal instead of hours here and there. Part-time teachers who work on the TIL acquittal days will receive the same benefit as full-time teachers.

What if I am part-time teacher, how does it apply to me?

If you work on the days which are allocated as TIL acquittal days for teachers, you will receive the same benefit on those days as a full-time teacher.

Part-time teachers who do not work on all the specific days which have been set as TIL acquittal days will continue to receive TIL for their directed duties (required work) across the school year, however, they may not receive the full 5 days provided to full-time teachers.

What if I don't perform 38 hours' worth of directed duties across the school year?

Principals in conjunction with the consultative committee will seek to plan for a fair and equitable distribution of directed duties for all teachers.

If a full-time teacher does not perform the full 38 hours of directed duties, they will still receive the benefit of the TIL acquittal days.

What if I do more than 38 hours worth of directed duties across the school year

Additional TIL will be provided to you.

If a teacher performs more than 38 hours worth of directed duties which attract TIL throughout the year they will receive additional TIL over the course of the year. This additional TIL may be provided in periods of less than a day.

Is the \$150 per night camp allowance in lieu of accrual of TIL or additional to TIL?

The \$150 per night camp allowance is new, and all hours performed by teachers at camps which currently attract TIL will continue to attract TIL. The camp allowance is in addition to the TIL, and you will receive \$150 for each night on camp.

For full-time teachers this means 5 full days of TIL acquittal plus \$150 per night for attendance at camps.

Does the camp allowance apply to Deputy Principals?

Yes.

What benefit does the change provide to schools/employers?

The agreed minimum TIL acquittal days will remove the requirement to record each minute of required work performed by teachers in excess of a 38-hour week (or on a pro-rata basis for a part-time teacher), greatly reducing the administrative burden.

The removal of the requirement to record TIL does not change the requirement for annual planning for TIL, including the allocation of directed duties for teachers to continue to be discussed at the consultative committee.

Teachers that may perform more than 38 hours of required work which attracts TIL throughout the year will receive additional TIL over the course of the year. This additional TIL may be provided in periods of less than a day.