



Salary Determination Policy 2024 Information Guide

What is salary determination?

Salary determination provides an opportunity for experienced teachers to seek a review of their salary level based on evidence of service prior to working with the NSW Department of Education.

How to apply for a salary determination?

- Complete the [application form](#) to seek recognition of prior experience or salary determination.
- Submit the form along with [supporting documentation](#) to salarydetermination@det.nsw.edu.au.
- The application will be reviewed and assessed by the salary determination team.

Important:

The '[Salary determination policy](#)' should be read prior to submitting an application for salary determination.

What supporting documentation is needed?

Statements of service confirming prior employment will be required to support a salary determination, and must include:

- confirmation of position/s held
- dates on which the work commenced and ended
- confirmation of FTE (full time equivalent), and/or the number of school days worked per week
- unpaid leave details or confirmation that none was taken.

If any of the above details are missing, the statement will not be accepted and the salary determination will be processed based on the available information supporting the teacher's verified experience.

What types of service does the department's Salary determination policy recognise to support teacher attraction and retention in NSW public schools?

The '[Salary determination policy](#)' introduces new provisions to recognise:

- early childhood/preschool qualified teaching experience in Australia with one salary increment granted for each completed year of full-time service
- tertiary education/TAFE qualified teaching experience with one salary increment granted for each completed year of full-time service
- prior career experience for new teachers who are career changers joining the department for the first time with one salary increment granted for 2 completed full-time years in that prior career.

Refer to [1.3.1 Table 2 Relevant teaching experience definitions](#) for further information.

What provisions are in place for teachers who have spent time away from their career caring for their child/children?

- Teachers whose entry or re-entry to the teaching profession is delayed because of caring for a dependent child under school age, may receive credit for pre-service care of their child/children for salary progression.
- Credit may be granted on the basis of one increment for each 2 completed years of a full-time care period, with teachers eligible to seek recognition where they have taught less than 50 days as a casual teacher with the department during the care period.

Refer to [1.3.6 Pre-service caring for a child](#) for eligibility requirements.

What salary matching provisions are in place for teachers coming to NSW from other systems?

Salary matching is available for previous classroom teaching experience in Australian primary or secondary schools. This service must be within the past 5 years and the teacher must have held Proficient or full accreditation at the time the service was completed.

Teachers need to provide recent payslips showing their annual base salary (excluding allowances) and hours worked to support an application for salary matching.

For any further questions regarding salary determination, please contact salarydetermination@det.nsw.edu.au.

