

Additional staffing requirements from 1 January 2020

Since the introduction of Education and Care Services National Regulations on 1 January 2012, there has been a progressive schedule of revised staffing requirements. From 1 January 2020 sees the final step in the schedule being rolled out. The requirement for a second Early Childhood Teacher or 'suitably qualified person' in attendance when 60 or more children preschool age or under are being educated and cared for.

Approved Providers of kindergartens or long day care services will need to ensure they have two Early Childhood Teachers, or at minimum, one Early Childhood Teacher and one 'suitably qualified person' in attendance on any given day.

60 – 80 children	<p>The service must employ or engage a full-time or full time equivalent early childhood teacher, or have an early childhood teacher in attendance for:</p> <ul style="list-style-type: none"> • 6 hours per day, when operating for 50 hours or more per week OR • 60% of the time, when operating for less than 50 hours per week. <p>Additionally from 2020, the service must employ a second early childhood teacher or suitably qualified person in attendance for:</p> <ul style="list-style-type: none"> • 3 hours per day, when operating for 50 hours or more per week OR • 30% of the time, when operating for less than 50 hours per week <p>These requirements do not apply if the service has 60 to 80 approved places, and employs or engages a full time or full time equivalent early childhood teacher at the service, and employs or engages a second early childhood teacher or suitably qualified person for half the hours or full time equivalent hours at the service.</p>
More than 80 children	<p>The service must employ or engage a full-time or full time equivalent early childhood teacher, or have an early childhood teacher in attendance for:</p> <ul style="list-style-type: none"> • 6 hours per day, when operating for 50 hours or more per week OR • 60% of the time, when operating for less than 50 hours per week. <p>Additionally from 2020, the service must employ a second early childhood teacher or suitably qualified person in attendance for:</p> <ul style="list-style-type: none"> • 6 hours per day, when operating for 50 hours or more per week OR • 60% of the time, when operating for less than 50 hours per week <p>These requirements do not apply if the service has more than 80 approved places, and employs or engages a full time or full time equivalent early childhood teacher at the service, and employs or engages a second full time or full time equivalent early childhood teacher or suitably qualified person at the service.</p>

ACECQA: Qualifications for centre-based services with children preschool age or under

A 'suitably qualified person' is an individual who is 'actively working towards' an approved early childhood teaching qualification and has completed at least 50% of the qualification or holds an approved early childhood education and care diploma.

Kindergartens and long day care services with 60 or more children and currently employing one Early Childhood Teacher can begin to plan for the 2020 changes, planning options can include;

- Recruitment of a second Early Childhood Teacher or 'suitably qualified person',
- Appoint current employee with ACECQA approved qualification currently not working in Early Childhood Teaching role,
- Appoint current employee who is recognised as a 'suitably qualified person'.

References:

<https://www.education.vic.gov.au/childhood/providers/regulation/Pages/centre-basedservices.aspx>

<https://www.cecqa.gov.au/qualification-requirements/additional-staffing-requirement-1-january-2020>