

July 2019

Victorian Early Childhood Teachers and Educators Agreement 2016 (VECTEA)

Activity Group Leaders (AGLs), Diploma Qualified Educators and Certificate III Educators

The rates and conditions outlined in this bulletin are binding only on the employers who are named as respondents to this agreement or an agreement that matches the VECTEA 2016

* The rates of pay in this bulletin have been adjusted pursuant to section 206 of the Fair Work Act 2009, which provides that the base rates of pay under an enterprise agreement must not be less than the modern award rates contained in the Children's Services Award 2010 taking into account the Annual Wage Review decision which takes effect on 1 July 2019.

Payable from the start of the first full pay period that starts on or after **1 July 2019**.

Educators	Annual (46/52)	Weekly (46/52)	Hourly rates (46/52)
Level 1.5	\$42,844	\$821.08	\$21.61
Level 1.4	\$42,480	\$814.11	\$21.42
Level 1.3	\$42,480	\$814.11	\$21.42
Level 1.2	\$41,183	\$789.25	\$20.77
Level 1.1	\$39,812	\$762.98	\$20.08
Diploma Qualified Educators	Annual	Weekly	46/52 Rates
Level 2.1	\$44,830	\$859.14	\$22.61
Activity Group Leader	Annual	Weekly	46/52 Rates
Level 3	\$48,324	\$926.10	\$24.37
Level 2	\$47,613	\$912.48	\$24.01
Level 1	\$46,898	\$898.77	\$23.65

- Amended 4/7/2019

Definitions

Early childhood educator means an employee who is engaged as such to work under the general direction and supervision of an Early Childhood Teacher, a Diploma qualified Early Childhood Educator or an Activity Group Leader in any program, and who is required to hold or be working towards a Certificate III in Children's Services as required by the Regulator, or has been granted specific exemption. Employees who are employed in a program that is operated in a long day care centre are excluded except where they are

employed exclusively in conjunction with an early childhood teacher in the delivery of the preschool education program.

Diploma Qualified Early Childhood Educator means an employee engaged as such who is required to hold a diploma qualification approved by the Regulator for the purposes of the National Law and published in accordance with Regulation 137(1) (b) of the Education and Care Services National Regulations 2011. Employees who are employed in a program that is operated in a long day care centre are excluded.

Activity Group Leader means a suitably qualified employee appointed by the employer to be responsible for the planning and implementation of an early childhood program other than a funded preschool/kindergarten program. Employees who are employed in a program that is operated in a long day care centre are excluded.

Arrangement of hours

The total hours of employment for an **early childhood educator**, including **diploma qualified** early childhood educators consist of:

- Contact time;
- Non-contact time shall be allocated at a minimum of 15 minutes for each contact hour with a weekly minimum allocation of one hour for each child attendance session. (VECTEA clause 56.1)
- An allocation of non-contact time is **not** required for hours where an employee is engaged and performs duties as an additional educator, surplus to regulated staff ratios, or to cover other employees taking a break. (VECTEA clause 56.2)

The total hours of employment for an **activity group leader** consist of:

- Contact time;
- Non-contact time shall be allocated at a minimum of 20 minutes for each contact hour. (VECTEA clause 56.5)

There are no minimum daily hours for ongoing educators and activity group leaders.

Casual employees – VECTEA clause 17.5

Casual employees are paid at their classification (52/52 rates) with a 25% loading. The minimum engagement period for casual employees is two hours on each day.

Educators	Casual hourly rate (incl 25% loading)
Level 1.5	\$ 30.54
Level 1.4	\$ 30.28
Educators must complete Certificate III in Children's Services to access Levels 1.4 and 1.5	
Level 1.3	\$ 30.28
Level 1.2	\$ 29.35
Level 1.1	\$ 28.38
Diploma Qualified Educators	Casual hourly rate (incl 25% loading)

Level 2.1	\$ 31.95
Activity Group Leader	Casual hourly rate (incl 25% loading)
Level 3	\$ 34.44
Level 2	\$ 33.93
Level 1	\$ 33.43

Allowances

Protective clothing - VECTEA clause 28.2

An allowance of \$1.90 per day is paid to an employee where uniform or protective clothing is **not** provided by the employer. The allowance is only paid on days actually worked.

Meal allowance – VECTEA clause 28.4

Where an employer requires an employee to undertake work in excess of 9 hours in any one day Monday to Friday or more than four hours on a Saturday, the employer will provide a meal allowance of \$12.38 or a meal to the employee.

Vehicle allowance - VECTEA clause 28.1

An employee who is authorised by the employer to use his/ her own motor vehicle in the course of his/ her duties shall be paid an allowance of \$0.68 per kilometre. (This rate is prescribed from time to time by the Australian Taxation Office.)

Toilet cleaning - VECTEA clause 58.2

An allowance of \$1.54 per day is paid where cleaning of toilets is included in the employee's regular daily routine.

First aid - VECTEA clause 58.1

An allowance of \$1.10 per day is paid to an employee who has a current first aid qualification and is appointed by the employer to be responsible for first aid to children within the employee's care.

Superannuation – VECTEA clause 23.4

Employers are required to contribute 9.5% for all employees who are paid more than \$450 in a calendar month. Contributions are calculated on ordinary time earnings.

All new staff must be provided with a standard superannuation choice form within 28 days of commencement of employment. New employees may choose one of the four funds named in the agreement, AustralianSuper, HESTA, Vision Super, and VicSuper. Employees who have made a superannuation choice cannot alter that choice within 12 months of making the choice. If existing employee's contributions are being paid to a different compliant fund, then this can continue.

Leave

School holidays – VECTEA clauses 36, 37, 38

Under the 46/52 model, employees are entitled to ten weeks leave to be taken during non-term weeks. This period consists of four weeks annual leave and six weeks additional leave. Public holidays that occur during non-term weeks are paid but not included as leave. Leave loading is paid on four weeks leave at Christmas each year. Employees who have not worked for the full year are entitled to pro-rata leave and loading upon termination.

Personal/carers – VECTEA clause 29

Employees are entitled to 10 days personal/carers leave per year. (This is an annual entitlement of double normal weekly hours). Unused leave accumulates from year to year.

Overtime – VECTEA clause 54

An employee will be paid overtime for all authorised additional work performed outside the ordinary spread of hours (Monday – Friday 7.00am – 6.00pm) or in excess of 38 hours per week as follows:

Time worked	Overtime rate
Monday–Friday	Time and a half at the ordinary time rate of pay for the first 2 hours and double time of the ordinary time rate of pay after that.
Saturday	Time and a half at the ordinary time rate of pay for the first 2 hours and double time at the ordinary time rate of pay after that.
Sunday	Double time at the ordinary time rate of pay.
Public holidays	Double time at the ordinary time rate of pay.
A minimum period of engagement on Saturdays and Sundays will be 3.25 hours.	

Additional hours (Part time staff) – VECTEA clause 17.3

Part-time employees who are required to work extra hours, between 7:00 am and 6:00 pm Monday to Friday, in addition to their normal roster are paid at their normal rate (46/52 rate) plus 25%. If this results in the employee working in excess of 38 hours in a week then overtime rates apply to any hours in excess of 38 in the week.

Higher Duties (Part time staff) – VECTEA clause 57)

Part-time employees (AGLs, Diploma Qualified educators and Cert III educators) who step up or do additional hours in a higher role are paid at the entry level for that role plus 25%.

Probationary period – VECTEA clause 18

A probation period of 12 weeks wholly within term time applies to all new educators. By agreement the probation period can be extended to a maximum of six months in total.

Increments – VECTEA clause 52

Educators commence at level 1.1 and proceed by annual increments up to level 1.5. Employees without Certificate III can only proceed up to level 1.3.

Activity Group Leaders commence at level 1 and proceed by annual increments up to level 3.

Diploma Qualified Educators are classified as Level 2.1 and are not subject to incremental increases.

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