



VICTORIAN EARLY CHILDHOOD TEACHERS AND EDUCATORS AGREEMENT 2020 (VECTEA)

Employee Information Summary

* To access translation services to assist with reading this document in a language other than English, please contact ELAA at membersolutions@elaa.org.au. Requests must be received no later than Monday, 26 April 2021.

Overview

- This document summarises the key changes of the proposed VECTEA 2020 from the VECTEA 2016.
- This document should be read in conjunction with the proposed VECTEA 2020 and does not detail all changes, including minor re-drafting.
- A detailed comparison of proposed VECTEA 2020 to the modern awards is available on the Early Learning Association Australia (ELAA) [website](#).

Agreement

- Name change to the VICTORIAN EARLY CHILDHOOD TEACHERS AND EDUCATORS AGREEMENT 2020.
- Nominal Expiry Date is 30 September 2024.
- The Agreement will come into effect seven days after it is approved by the Fair Work Commission.

Salary Increases

- [Schedule 2 - Salary Rates](#) sets out the salary scale for all employees.
- Wage increases effective from 1 October 2020 will take effect seven days following this agreement's approval by the Fair Work Commission.
- The final salary increase payable under the Agreements is 1 April 2024.

Pre-school Field Officers (PSFO) and Advisors

- A two per cent increase, as set out in the salary table.
- Six monthly increases in April and October thereafter, in accordance with the salaries specified for each Advisor/PSFO level.

Teachers:

- A two per cent increase, payable on commencement of the Agreement.

- Six monthly increases in April and October thereafter in accordance with the salaries specified for each teacher level.
- The next pay increase for Level 1.1 and Level 1.2 teachers after commencement of the Agreement is the first pay period on or after 1 October 2021.

Educators:

- A structural adjustment to increase educator salaries above applicable equivalent Award levels, payable on commencement of the Agreement.
- Thereafter, two per cent increases in October each year commencing in 2021, and one per cent increases in April each year commencing from 2022.

Classification Changes

- The classifications structure has been amended introducing new levels within the teacher, and educator structure.
- Translation between the VECTEA 2016 to the proposed VECTEA 2020 will be backdated to the first full pay period on or after 1 October 2020 as per the following tables.

Early Childhood Teachers (clauses 49.6 and 49.7)

- Teachers at Level 3.1 will translate to new Level 3.2 and will be eligible for incremental progression after 12 months.
- Teachers at all other levels will be eligible for incremental progression 12 months from their last increment.

Early Childhood Teachers	
VECTEA 2016 Classification	VECTEA 2020 Classification
Level 3 Teacher	
Level 3.5	Level 3.6
Level 3.4	Level 3.5
N/A	Level 3.4
Level 3.3	Level 3.3
Level 3.2	Level 3.2
Level 3.1	Level 3.2
Level 2 Teacher	
Level 2.5	Level 2.5



Early Childhood Teachers	
VECTEA 2016 Classification	VECTEA 2020 Classification
Level 2.4	Level 2.4
Level 2.3	Level 2.3
Level 2.2	Level 2.2
Level 2.1	Level 2.1
Level 1 Teacher	
Level 1.2	Level 1.2
Level 1.1	Level 1.1

Removal of Validation (clause 50.2)

- On commencement of the proposed VECTEA 2020, the Validation process under the VECTEA 2016 will be removed.
- From 1 February 2022, teachers on Level 2.5 will be eligible to progress to level 3.1 in the teacher scale conditional on the teacher satisfying the eligibility requirements (clause 50.3) and capability assessment (clause 50.4)
- Teachers who wish to Validate under the arrangements set out in the VECTEA 2016 must have submitted their 'Notice of Intention' to apply by 18 December 2020 and submit their 'Application for Validation' in line with the Department of Education and Training's guidelines (18 April 2021).

Certificate III Educators and Additional Assistants - Qualified and Unqualified (clause 59.9)

- Introduction of a new Level 1.6 for Certificate III Educators. Certificate III Educators can progress to the new Level 1.6 from 1 July 2021, provided they have been at Level 1.5 for at least 12 months.

Inclusion of KIS Additional Assistants (clause 59.7)

- Updated coverage in the Agreement to include KIS Additional Assistants (Schedule 4 - Roles and Responsibilities (Classifications)).
- Additional Assistant means an additional Early Childhood Educator funded by the Department of Education and Training's Kindergarten Inclusion Support (KIS) Program (or its successor), and employed by a KIS auspice agency to ensure that all children, including children with a disability and/or complex medical needs are included in the funded kindergarten program (Part A - Definitions).
- Additional Assistants who are not required to hold a diploma qualification will commence at level 1.1 of the Certificate III Educator scale.

- Additional Assistants who do not hold a Certificate III in Children's Services and who are employed after the commencement of the Agreement cannot progress beyond level 1.2 of the Educators scale (clause 59.9).
- Additional Assistants who hold a Certificate III in Children's Services, equivalent or higher qualification appointed to an Additional Assistant role may progress to level 1.6 of the Educators scale (clause 59.9).

Diploma Qualified Educators (clause 59.9)

- Introduction of two new Levels 2.2 and 2.3 for Diploma qualified educators.
- Diploma qualified educators can progress to new Level 2.2 from 1 July 2021, provided they have been at Level 2.1 for at least 12 months.

Activity Group Leaders (clause 59.9)

Translation of current classifications (Levels 1 to 3) to Levels 3.1 to 3.3.

Activity Group Leaders	
VECTEA 2016 Classification	VECTEA 2020 Classification
Level 1	Level 3.1
Level 2	Level 3.2
Level 3	Level 3.3

Terms and Conditions: Early Childhood Teachers (Part D)

Graduate Teachers Mentoring (clause 52)

- Introduction of new graduate teacher mentoring clause providing four days' leave for a provisionally registered teachers and four days' leave for teacher mentors to support graduate teachers to achieve full teacher registration and support mentoring activities.
- This clause is particularly relevant for young and/or female workers, but may be relevant to employees of all ages and gender. Any queries may be directed to ELAA or the AEU.

Terms and Conditions: Activity Group Leaders, Educators and Additional Assistants (Part E)

Higher Duties (clause 64)

An Educator or Activity Group Leader who holds an approved teaching qualification and is requested by the



employer to perform the duties of a Teacher temporarily will be paid at the Teacher rate.

Common Terms and Conditions (Part C)

Nominated Supervisors and Educational Leaders (clause 45)

- New clause provides an hour per week per service for the Educational Leader and Nominated Supervisor.
- The time and duties will be allocated in consultation with the Educational Leader and Nominated Supervisor. The clause confirms that the position can be shared between Employees.
- The time could be provided either as a release from face-to-face teaching/contact time or an increase in non-teaching/non-contact time to undertake the duties of the positions.
- Employees who are in the role of Educational Leader/Nominated Supervisor as at 1 October 2020 and who have been granted time or payment by their employer shall retain these arrangements for the term of this Agreement providing they remain in the role and carry out the required duties associated with the role.

Organisational Days (clause 34)

- Update of the clause and provision of an additional child-free day. Employees shall be entitled to three child free days to undertake organisational activities such as planning and preparation.
- The first two days of Term 1 and the last day of Term 4 will be the common child free days for employees who are rostered to work on those days.
- Employees will have access to their child free days by agreement with the employer within the first two weeks of term 1 and the last two weeks of term 4.
- Where an employee attends a common child free day, and that day is not a day on which the employee is ordinarily rostered to work, then the employee is entitled to be paid for 7.6 hours.
- Where an employee and employer agree to hold a child free day on a non-common child free day, the employee is entitled to be paid for at least the employee's normal rostered hours for that day.

Professional Development (clause 41)

Professional development clause moved to the common conditions, extending 2 days of professional development to all employees.

Parental Leave (clause 30)

- Clause has been amended to clarify the entitlement is paid leave, which attracts superannuation and leave entitlements accrue.
- In relation to the birth of a child, eligible employees who are primary caregivers will receive an increased entitlement from 14 to 16 weeks paid parental leave.
- Secondary caregivers will receive an increased entitlement from 5 days to four weeks paid leave.
- The initial period of unpaid maternity and adoption leave continues to be up to a maximum of 78 weeks with any extension to be in accordance with the NES.
- The clause has been updated to clarify its interaction with the National Employment Standards in relation to long-term casual employees.
- This clause is particularly relevant for young and/or female workers, but may be relevant to employees of all ages and gender. Any queries may be directed to ELAA or the AEU.

Family and Domestic Violence Leave (clause 46)

- A new clause provides an Employee experiencing family violence with access to 20 days per year of paid family and domestic violence leave for medical appointments, legal proceedings and other activities related to family violence.
- This leave is not cumulative but, if the leave is exhausted, consideration will be given to providing additional leave.
- This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.
- This clause is particularly relevant for young and/or female workers, but may be relevant to employees of all ages and gender.

Personal/Carers' Leave (clause 28.2)

Updated clause provides 15 days (114 hours) of paid personal/carers' leave for each year of service (pro-rata for part time) to all employees.



Compassionate Leave (clause 28.10)

An employee is now entitled to five (5) days of paid compassionate leave for each occasion (a permissible occasion).

Union Training Leave (clause 42)

New clause provides employees with 5 days leave each calendar year or 10 days leave over 2 calendar years to attend union training.

AEU Councillors Leave (clause 43)

New clause provides AEU Early Childhood State Councillors with up to 8 days leave to attend State Council meetings.

VIT Councillors Leave (clause 44)

New clause provides leave for an employee holding a position of VIT Councillor.

Out of Hours Work by Direction (clause 25)

- New clause clarifying arrangements where an employee is required to attend work outside their normal rostered hours for events or meetings.
- Employees can request not to attend, and requests will not be unreasonably refused. The Employer is required to provide 14 working days' notice.
- This clause is particularly relevant for young and/or female workers, but may be relevant to employees of all ages and gender.

Employee Assistance Program (clause 40)

- Access for staff to an Employee Assistance Program providing confidential counselling sessions to discuss personal or work-related issues.
- Casual Teachers employed through an agency and volunteers will not be eligible to access the scheme.

Types of Employment (clauses 15.1 to 15.7)

- Inclusion of a definition of full-time employment (an employee engaged to work 38 hours per week) to reflect its employment category (clause 15.3).
- Changed language from 'temporary employee' to a 'fixed term' engagement.
- Implemented clarity that fixed term employees accrue leave entitlements.

Allowances

Allowances amount updated and increased. Clauses have been amended for clarity as allowances may be adjusted annually in line with the Fair Work Commission's Annual Wage Review.

Clause	Allowance	Rate - VECTEA 2020
Common Allowances		
27.2	Vehicle allowance (private vehicle)	80 cents per kilometre
27.3	Clothing and equipment	\$1.93 per day or part day thereof in lieu of receiving such suitable protective clothing or uniform as required by the employer.
27.5	Meal allowance	\$12.63 or a meal to the employee.
Early Childhood Teachers		
51	Teacher in Charge	A teacher in charge will receive an additional amount per week equivalent to 4% of the pay rate for a teacher at classification level 1.1.
Certificate III and Diploma Educators, Additional Assistants and Activity Group Leaders		
65.1	First Aid	\$1.10 per day.
65.2	Toilet Cleaning	\$1.54 per day
<i>*Clauses have been amended for clarity as allowances may be adjusted annually in line with the Fair Work Commission's Annual Wage Review.</i>		

Definitions and Application and Operation of the Agreement (Parts A and B)

- The definitions have had minor updates for clarity and consistency. New definitions inserted include: Additional Assistant, Child attendance session, Educational Leader, Eligible Casual Employee, NES, Nominated Supervisor and Working Week.
- Updated language of the agreement to make clear the Agreement does not exclude



entitlements under the National Employment Standards.

- Removal of clause 2 - Objectives and clause 3 - Commitments.
- Insertion of a definition of consultation into the clause (clause 9.1 - Consultation)
- Inclusion of workplace grievances into the dispute resolution procedures of this agreement (clause 13.1 - Dispute resolution).

Underperformance Procedure (clause 12) and Probation (clause 16)

- To differentiate between conduct and performance a new clause 12 – Managing Unsatisfactory Performance has been agreed. The clause provides procedural and substantive fairness to the employee.
- Updated Probation clause enabling the employer to extend the probation period (to a total of 6 months) where genuine conduct or performance issues are discussed with the employee.

Other Agreement Changes

- Meal breaks clause (clause 33) updated to clarify what happens when employees are required to work in their break.
- Clarified payments to employees working a 10 week leave model required to work during their additional leave (clause 36.4).
- Clause 54.6(d) inserted to require consultation when rostering teachers in team-teaching arrangements.
- Updated clause 27.9 infectious diseases leave so employers may provide special leave with new infectious diseases or through operation of laws in respect of such a disease.
- Types of employment (clause 15) updated to clarify employment arrangements. Changes include modernise language to 'fixed term' and clarify leave for fixed term employees, and casual engagements.
- The transitional arrangements (VECTEA 2016 clause 43.9) between the VECTEA 2016 and the VECTAA 2009 are no longer applicable and have been removed.
- Inserted AFL grand final into public holidays.
- The inclusion of gender-neutral language (i.e. removal of he/she). This clause is particularly relevant for female workers, but may be relevant to employees of all ages and gender.

- Change of the term 'pre-school' to 'kindergarten' throughout the new agreement to reflect language used in the sector.
- Accident Pay clause (clause 22) has been amended to update the legislation to the Workplace Injury Rehabilitation and Compensation Act 2013 (the Act) and to pay superannuation.
- Updated references to United Voice to its current name the United Workers Union.

Any Questions?

Further enquiries (employers only):

Early Learning Association Australia
membersolutions@elaa.org.au

Australian Education Union
Membership Support Centre (MSC)
1800 238 842
MSC@aeuvc.asn.au

Further Information Links:

Available on the ELAA website [here](#).

- **Victorian Early Childhood Teachers and Educators Agreement 2020 (VECTEA)**
- Comparison of the VECTEA and modern awards
- Schedule 2 - Salary rates - VECTEA 2020

Material Referenced in this Agreement:

- [Educational Services \(Teachers\) Award 2020](#) - Fair Work Commission;
- [Children's Services Award 2010](#) - Fair Work Commission;
- [Fair Work Act 2009 \(Cth\)](#) - Federal Register of Legislation;
- [Long Service Leave Act \(Vic\) 2018](#) - Victorian Legislation - State Government of Victoria;
- [Superannuation Guarantee \(Administration\) Act 1992 \(Cth\)](#) - Federal Register of Legislation;
- [Superannuation Industry \(Supervision\) Act 1993 \(Cth\)](#) - Federal Register of Legislation;
- [Superannuation \(Resolution of Complaints\) Act 1993 \(Cth\)](#) - Federal Register of Legislation;
- [Workplace Injury Rehabilitation and Compensation Act 2013](#) - Victorian Legislation - State Government of Victoria.