



Comparison of the Victorian Early Childhood Teachers and Educators Agreements and the Modern Awards

	Changes from 2016 to 2020 VECTEA Information	Proposed Enterprise Agreement VECTEA 2020	Current Enterprise Agreement VECTEA 2016	Educators and Activity Group Leaders Children's Services Award 2010	Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020
<p>Definitions: NES means National Employment Standards in the Fair Work Act 2009. Act means the Fair Work Act 2009. Teacher means Early Childhood Teacher Educator means Diploma Qualified Educators, Certificate III Educators or KIS Additional Assistants Award means the Educational Services (Teachers) Award 2020 [MA000077] or the Children's Services Award 2010 [MA000120] VECTEA 2020 means Victorian Early Childhood Teachers and Educators Agreement 2020 (proposed agreement) VECTEA 2016 means Victorian Early Childhood Teachers and Educators Agreement 2016 (Current agreement)</p>					
<p>Common Terms and Conditions - Leave Entitlements and Additional Benefits</p>					
<p>Employer Paid Parental Leave</p> <p>Primary Care Giver (Maternity Leave)</p>	<ul style="list-style-type: none"> Eligible employees who are primary caregivers will receive an increased entitlement from 14 to 16 weeks paid parental leave. Option to have paid parental leave paid either at the commencement of leave (lump sum) or in fortnightly instalments. Clause has been amended to clarify that the entitlement is a form of paid leave, which attracts superannuation and entitlements accrue. 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. 	<p>16 weeks' salary paid at the employee's ordinary time rate payable on commencement of parental leave or in fortnightly instalments. - Clause 30.3 of the VECTEA (2020).</p>	<p>A payment equivalent to 14 weeks' salary, payable on commencement of maternity/adoption leave. - Clause 31.5 of the VECTEA (2016).</p>	<p>Not provided for in the award or the NES. * To access translation services to understand this document in a language other than English, please contact ELAA on 03 9489 3500 or membersolutions@ela.org.au*</p>	<p>Not provided for in the award or the NES.</p>

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Employer Paid Parental Leave (Partner Leave) Non-Primary Giver	<ul style="list-style-type: none"> Secondary caregivers will receive an increased entitlement from 5 days to four weeks paid leave. 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. 	<p>4 weeks' salary paid at the employee's ordinary time rate payable on commencement of partner leave or in fortnightly instalments.</p> <p>- Clause 30.3 of the VECTEA (2020).</p>	<p>A payment equivalent to five days, payable on commencement of partner leave.</p> <p>- Clause 31.7 of the VECTEA (2016).</p>	Not provided for in the award or the NES.	Not provided for in the award or the NES.
Unpaid Parental Leave (Primary Care Giver)	No change to 2020 VECTEA.	<p>78 weeks unpaid leave with any extension to be in accordance with the NES (up to 2 years).</p> <p>- Clause 30.2 of the VECTEA (2020).</p>	<p>78 weeks unpaid leave with any extension to be in accordance with the NES (up to two years).</p> <p>- Clause 31.4 of the VECTEA (2016).</p>	<p>Per the National Employment Standards. An eligible employee is entitled to 12 months (52 weeks) of unpaid parental leave.</p> <p>With agreement with their employer, an employee may extend their parental leave by an additional 12 months.</p> <p>FAIR WORK ACT 2009 - Sections 67,70 and 75.</p>	<p>Per the National Employment Standards - Clause 25 of the Award.</p> <p>An eligible employee is entitled to 12 months (52 weeks) of unpaid parental leave. With agreement with their employer, an employee may extend their parental leave by an additional 12 months. FAIR WORK ACT 2009 - Sections 67,70 and 75.</p>

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Family and Domestic Violence Leave	<ul style="list-style-type: none"> A new clause provides an Employee experiencing family violence with access to 20 days per year of paid family and domestic violence leave. 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. Any queries may be directed to ELAA or the AEU. 	<p>An Employee experiencing family violence will have 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.</p> <p>- Clause 46.5 of the VECTEA (2020).</p>	<p>Not included in the current agreement.</p>	<p>Per the National Employment Standards - Clause 28 of the Award.</p> <p>An employee is entitled to 5 days of unpaid family and domestic violence leave in a 12-month period.</p> <p>Fair Work Act 2009 - Section 106A.</p>	<p>Per the National Employment Standards - Clause 27 of the Award.</p> <p>An employee is entitled to 5 days of unpaid family and domestic violence leave in a 12-month period.</p> <p>Fair Work Act 2009 - Section 106A.</p>
Long Service Leave	<p>Updated legislation.</p>	<p>In accordance with the Victorian <i>Long Service Leave Act 2018</i>.</p> <p>- Clause 32 of the VECTEA (2020).</p>	<p>In accordance with the Victorian <i>Long Service Leave Act 1992</i>.</p> <p>- Clause 33 of the VECTEA (2016).</p>	<p>In accordance with the Victorian <i>Long Service Leave Act 2018</i>.</p>	<p>In accordance with the Victorian <i>Long Service Leave Act 2018</i>.</p>

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Annual Leave Entitlement - All Employees	No change to 2020 VECTEA.	152 hours (20 days for a full-time employee) annual leave in respect of each year of service accrued on a pro-rata basis. - Clause 36.2 of the VECTEA (2020).	152 hours (20 days for a full-time employee) annual leave in respect of each year of service accrued on a pro-rata basis. - Clause 37.1 of the VECTEA (2016).	Per the National Employment Standards - Clause 24 of the Award. 4 weeks annual leave for a full-time employee (pro-rata for part time). 5 weeks annual leave for a shift-worker (not applicable) - FAIR WORK ACT 2009, section 87.	Per the National Employment Standards - Clause 21.2 of the Award. 4 weeks annual leave for a full-time employee (pro-rata for part time). 5 weeks annual leave for a shift-worker (not applicable) - FAIR WORK ACT 2009, section 87.
Additional Leave Entitlement - 10 Week Leave Model	No change to 2020 VECTEA.	Additional paid leave of 228 hours (30 days for a full-time employee) accrued on a pro-rata basis. - Clause 36.3 of the VECTEA (2020).	Additional paid leave of 228 hours (30 days for a full-time employee) accrued on a pro-rata basis. - Clause 37.2 of the VECTEA (2016).	Not provided for in the Award.	An employee is not generally required to attend for periods of time when the students are not present, subject to the needs of the employer with regard to professional development, student free days and other activities requiring the employee's attendance. The maximum number of days that the employee will be required to attend during term weeks and non-term weeks is 205 in each school year. - Clauses 15.4 and 15.5 of the Award.

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Annual Leave Loading	No change to 2020 VECTEA.	An employee who has served throughout the preschool year is entitled to a leave loading of 17.5% on four weeks' annual leave at the employee's ordinary rate of pay. - Clause 37.1 of the VECTEA (2020).	An employee who has served throughout the preschool year is entitled to a leave loading of 17.5% on four weeks' annual leave at the employee's ordinary rate of pay. - Clause 38.2 of the VECTEA (2016).	In addition to the payment provided for by the NES an employer is required to pay leave loading of 17.5% of that payment. - Clause 24.3 of the Award.	An employee who has served throughout the school year is entitled to a leave loading of 17.5% on 4 weeks' annual leave. - Clause 23.2 of the Award.
Paid Personal/Carer's (Sick) Leave (Other Than Casual Employees)	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.	Employees are entitled to 15 days (114 hours) of paid personal/carers' leave for each year of service (pro-rata for part time). - Clause 28.2 of the VECTEA (2020)	For each year of service with his or her employer, an employee is entitled to 10 days (76 hours) of paid personal/carers' leave. An Early Childhood Teacher, including a Pre-school Field Officer or Advisor, is entitled to 15 days (114 hours) of paid personal/carers' leave - Clause 29.2 of the VECTEA (2016).	Personal/carers' leave and compassionate leave are provided for in the NES - Clause 25 of the Award. For each year of service with his or her employer, an employee is entitled to 10 days of paid personal/carers' leave - FAIR WORK ACT 2009, Section 96.	Personal/carers' leave and compassionate leave are provided for in the NES - Clause 24 of the Award. For each year of service with his or her employer, an employee is entitled to 10 days of paid personal/carers' leave. - FAIR WORK ACT 2009, Section 96.
Unpaid Carer's Leave (Including Casual Employees)	No change to 2020 VECTEA.	An employee, including a casual employee, is entitled to 2 days of unpaid carer's leave for each occasion (a permissible occasion). - Clause 28.8 of the VECTEA (2020)	An employee, including a casual employee, is entitled to 2 days of unpaid carer's leave for each occasion (a permissible occasion). - Clause 29.8 of the VECTEA (2016).	Personal/carers' leave and compassionate leave are provided for in the NES. - Clause 25 of the Award. An employee is entitled to 2 days of unpaid carer's leave	Personal/carers' leave and compassionate leave are provided for in the NES. - Clause 24 of the Award. An employee is entitled to 2 days of unpaid carer's leave for each occasion.

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				for each occasion. - FAIR WORK ACT 2009, section 102.	FAIR WORK ACT 2009, section 102.
Compassionate Leave	Increase to five (5) days of paid compassionate leave for each occasion (a permissible occasion).	An employee is entitled to 5 days of paid compassionate leave for each occasion (a permissible occasion). - Clause 28.10 of the VECTEA (2020)	An employee is entitled to 2 days of paid compassionate leave for each occasion (a permissible occasion). - Clause 29.10 of the VECTEA (2016).	Personal/carer's leave and compassionate leave are provided for in the NES: - Clause 25 of the Award. An employee is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) - FAIR WORK ACT 2009, section 104.	Personal/carer's leave and compassionate leave are provided for in the NES: - Clause 24 of the Award. An employee is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) - FAIR WORK ACT 2009, section 104.
Community Service Leave (Including Jury Service)	No change to 2020 VECTEA.	In addition to the NES: Employees shall be entitled to be paid by their employer for all absences on jury service , provided that any monies paid by the court for attendance by the employee undertaking jury service will be paid or reimbursed to the employer. - Clause 31.2 of the VECTEA (2020)	In addition to the NES: Employees shall be entitled to be paid by their employer for all absences on jury service , provided that any monies paid by the court for attendance by the employee undertaking jury service will be paid or reimbursed to the employer. - Clause 32.2 of the VECTEA (2016).	Community service leave is provided for in the NES - Clause 26 of the Award. An employee who engages in an eligible community service activity is entitled to be absent (without pay) from his or her employment. - FAIR WORK ACT 2009, section 108.	Community service leave is provided for in the NES - Clause 26 of the Award. An employee who engages in an eligible community service activity is entitled to be absent (without pay) from his or her employment. - FAIR WORK ACT 2009, Section 108.

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Organisational Days	<ul style="list-style-type: none"> Update of the clause and provision of an additional child-free day. Employees shall be entitled to 3 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. 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. 	<p>Employees shall be entitled to three (3) child free days to undertake organisation activities approved by the employer.</p> <p>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.</p> <p>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. - Clause 34 of the VECTEA (2020).</p>	<p>Employees shall be entitled to two (2) child free days to undertake organisation activities approved by the employer.</p> <p>The first day of Term 1 and the last day of Term 4 will be the common child free days to facilitate the preparation for the commencement and conclusion of the preschool year. - Clause 35 of the VECTEA (2016).</p>	Not provided for in the award or the NES.	<p>An employee is not generally required to attend for periods of time when the students are not present, subject to the needs of the employer with regard to professional development, student free days and other activities requiring the employee's attendance.</p> <p>The employer will provide written notice of the term weeks and days in non-term times on which the employees are required to attend, 6 months in advance of the requirement to attend. - Clauses 15.4 and 15.8 of the Award.</p>
Professional Development Days	Professional development clause moved to the common conditions, extending 2 days (pro-rata for part-time) of professional development for teachers to all employees.	An Employer will allocate two child-free days where employees will be released from teaching/contact time and other normally rostered duties in order to undertake professional development. - Clause 41.1 of the VECTEA (2020)	Each year services will allocate two child-free days as determined by the employer where teachers will be released from teaching and other normally rostered duties in order to undertake professional	Not provided for in the award or the NES.	As above.

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			development. - Clause 45.1 of the VECTEA (2016)		
Union Training Leave	<ul style="list-style-type: none"> New clause provides employees with 5 days paid leave each calendar year or 10 days leave over 2 calendar years to attend union training. Employees will be paid for the actual hours to attend the contact time at the course, seminar or conference up to a maximum of 8 hours on any one day. 	Employees shall be granted up to 5 days leave each calendar year or 10 days leave over 2 calendar years to attend Union approved or provided courses, seminars and conferences. - Clause 42.1 of the VECTEA (2020)	Not included in the current agreement.	Not provided for in the award or the NES.	Not provided for in the award or the NES.
AEU Councillors Leave	<ul style="list-style-type: none"> New clause provides AEU Early Childhood State Councillors with up to 8 days paid leave (pro-rata for part time) to attend State Council meetings. Where the employer is required to engage a replacement for such employee the AEU will, on the presentation of an invoice, reimburse the employer the costs of engaging a substitute for the employee. 	Employees appointed to the AEU Early Childhood State Council will, be granted up to 8 days (or part thereof) leave each calendar year to attend State Council meetings. - Clause 43.1 of the VECTEA (2020)	Not included in the current agreement.	Not provided for in the award or the NES.	Not provided for in the award or the NES.

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VIT Councillors Leave	New clause provides paid leave to attend specified VIT Council meetings for an employee holding a position of VIT Councillor.	An Employee holding the position of Victorian Institute of Teaching Councillor shall be granted paid leave to attend VIT Council meetings and any other VIT committee they are part of. - Clause 44 of the VECTEA (2020)	Not included in the current agreement.	Not provided for in the award or the NES.	Not provided for in the award or the NES.
Employee Assistance Program	<ul style="list-style-type: none"> 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. 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. 	Employees covered by this Agreement are eligible to access an Employee Assistance Program (EAP). - Clause 40 of the VECTEA (2020)	Not included in the current agreement.	Not provided for in the award or the NES.	Not provided for in the award or the NES.
Common Terms and Conditions - Rostering and Hours of Work					
Non-Teaching/ Contact Time Educational Leader and	<ul style="list-style-type: none"> New clause provides an hour per week (in total) per service for the Educational Leader and Nominated Supervisor. 	Each service/centre will provide one hour per week to be allocated to employees who agree to be appointed to the position/s of Educational Leader and/or Nominated Supervisor.	Not included in the current agreement.	An employee appointed as the Educational Leader will be entitled to a minimum of two hours non-contact time per week.	<p>Where the service is open for at least 48 weeks of the year:</p> <p>An employee who is responsible for programming and planning for a group of children is entitled to a minimum of two</p>

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Nominated Supervisor	<ul style="list-style-type: none"> The position of Educational Leader and Nominated Supervisor 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 as at 1 October 2020 shall retain these arrangements for the term of this Agreement. 	- Clause 45.1 of the VECTEA (2020)		- Clause 21.5(b) of the Award.	hours each week in which they are not required to teach or supervise children or perform other duties directed by the employer for the purpose of planning, preparing, researching and programming activities. - Clause A.3.2 of the Award.

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Meal Breaks	Clause updated to clarify what happens when employees are required to work in their break.	<p>Employees are entitled to an unpaid meal break from teaching or contact with children:</p> <ul style="list-style-type: none"> a) commencing no later than 5.5 hours from commencement of rostered work; and b) of not less than thirty consecutive (30) minutes duration; and c) where required by the Regulations or the employer to remain on the premises such break will be paid and allocated as non-teaching/non-contact time. <p>An employee and employer can agree to delay the meal break to six (6) hours from the commencement of rostered work.</p> <ul style="list-style-type: none"> - Clauses 33.1 and 33.4 of the VECTEA (2020) 	<p>Employees are entitled to an unpaid meal break from teaching or contact with children:</p> <ul style="list-style-type: none"> a) commencing no later than 5.5 hours from commencement of rostered work; and of not less than thirty consecutive (30) minutes duration; and b) where required by the Regulations or the employer to remain on the premises such break will be paid and allocated as non-teaching/non-contact time <p>An employee and employer can agree to delay the meal break to six (6) hours from the commencement of rostered work</p> <ul style="list-style-type: none"> - Clauses 34.1 and 34.4 of the VECTEA (2016) 	<p>An employee will not be required to work in excess of five hours without an unpaid meal break of not less than 30 minutes and not more than one hour.</p> <p>Provided that employees who are engaged for not more than six hours continuously per shift may elect to forego a meal break.</p> <ul style="list-style-type: none"> - Clause 22.1 of the Award. 	<p>Unpaid meal break</p> <p>An employer is required to provide an unpaid meal break of not less than 30 consecutive minutes to an employee who is engaged or rostered to work for more than 5 hours on a day. Such meal break will start no later than 5 hours after the employee commenced work on that day.</p> <p>Paid meal break</p> <p>If a teacher employed in an early childhood service is required to remain on the premises during the meal break they will be entitled to a paid meal break of between 20 and 30 minutes no later than 5 hours after commencing work.</p> <ul style="list-style-type: none"> - Clauses 16.1 and 16.2 of the Award.

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Additional Hours - Part Time Employees	No change to 2020 VECTEA.	An employee may agree to work in excess of their agreed (contracted) hours for a specified period of time. In such cases, an employee's total number of hours (ordinary hours of work and the additional hours) shall not exceed 38 hours in any one week. The employee will be paid for actual additional hours at their standard rate plus a loading of 25% in lieu of paid leave entitlements for the additional hours. - Clause 15.3 of the VECTEA (2020).	An employee may agree to work in excess of their agreed (contracted) hours for a specified period of time. In such cases, an employee's total number of hours (ordinary hours of work and the additional hours) shall not exceed 38 hours in any one week. The employee will be paid for actual additional hours at their standard rate plus a loading of 25% in lieu of paid leave entitlements for the additional hours. - Clause 17.3 of the VECTEA (2016).	A part-time employee who agrees to work in excess of their normal hours will be paid at ordinary time for up to eight hours provided that the additional time worked is during the ordinary hours of operation of the early childhood service. No part-time employee may work in excess of eight hours in any day without the payment of overtime. - Clause 10.4 of the Award.	Not provided for services that operate for fewer than 48 weeks per year.
Out of Hours Work by Direction	<ul style="list-style-type: none"> New clause clarifying arrangements where an employee is required to attend work outside their normal rostered hours for events or meetings. The Employer is required to provide 14 working days' notice. 	Where an Employer directs an Employee to attend work outside of the Employee's normal rostered hours for out-of-hours meetings or events, the employee will be paid their ordinary time rate, except for Educators where the overtime provision may apply.	Not provided for in the current Agreement.	Overtime provisions per clause 23.2 of the Award apply.	Not provided for services that operate for fewer than 48 weeks per year.

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	<ul style="list-style-type: none"> 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. 	- Clause 25. 1 of the VECTEA (2016)			
Common Terms and Conditions - Terms of Employment					
Managing Underperformance Clause	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.	See clauses 12.1 to 12.9 of the VECTEA (2020). <ul style="list-style-type: none"> The purpose of this clause is to support employees with unsatisfactory work performance to improve their performance. The process of managing unsatisfactory work performance will be consistent with the principles of procedural and substantive fairness. This clause shall be subject to the dispute resolution provisions of this Agreement. 	Not included in the current Agreement.	Not applicable in the Award.	Not applicable in the Award.
Probationary Period	Updated Probation period (clause 16) enabling the employer to extend the probation period up to 6 months where	A probation period of 12 weeks (3 months) of term time shall apply to all employees which can be extended by the employer to a	A probation period of 12 weeks (3 months) of term time shall apply to all employees.	Not applicable in the Award.	Not applicable in the Award.

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	genuine conduct or performance issues are discussed with the employee.	maximum of 6 months where genuine conduct or performance issues are discussed with the employee - Clause 16.1 of the VECTEA (2020).	- Clause 18.1 of the VECTEA (2016)																										
Redundancy Pay - Small Employer (Less Than 15 Employees)	No change to 2020 VECTEA.	<table border="1"> <thead> <tr> <th>Period of continuous service</th> <th>Redundancy Pay</th> </tr> </thead> <tbody> <tr> <td>Less than 1 year</td> <td>Nil</td> </tr> <tr> <td>1 year and less than 2 years</td> <td>4 weeks</td> </tr> <tr> <td>2 years and less than 3 years</td> <td>6 weeks</td> </tr> <tr> <td>3 years and less than 4 years</td> <td>7 weeks</td> </tr> <tr> <td>4 years and over</td> <td>8 weeks</td> </tr> </tbody> </table>	Period of continuous service	Redundancy Pay	Less than 1 year	Nil	1 year and less than 2 years	4 weeks	2 years and less than 3 years	6 weeks	3 years and less than 4 years	7 weeks	4 years and over	8 weeks	<table border="1"> <thead> <tr> <th>Period of continuous service</th> <th>Redundancy Pay</th> </tr> </thead> <tbody> <tr> <td>Less than 1 year</td> <td>Nil</td> </tr> <tr> <td>1 year and less than 2 years</td> <td>4 weeks</td> </tr> <tr> <td>2 years and less than 3 years</td> <td>6 weeks</td> </tr> <tr> <td>3 years and less than 4 years</td> <td>7 weeks</td> </tr> <tr> <td>4 years and over</td> <td>8 weeks</td> </tr> </tbody> </table>	Period of continuous service	Redundancy Pay	Less than 1 year	Nil	1 year and less than 2 years	4 weeks	2 years and less than 3 years	6 weeks	3 years and less than 4 years	7 weeks	4 years and over	8 weeks	No industry specific redundancy payments. Redundancy pay is not applicable for employees of a small employer. FAIR WORK ACT 2009 - Section 121	No industry specific redundancy payments. Redundancy pay is not applicable for employees of a small employer. FAIR WORK ACT 2009 - Section 121
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Comparison of the Victorian Early Childhood Teachers and Educators Agreements and the Modern Awards

Information	Proposed Enterprise Agreement VECTEA 2020		Current Enterprise Agreement VECTEA 2016		Educators and Activity Group Leaders Children's Services Award 2010		Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020	
	Period of continuous service	Redundancy pay	Period of continuous service	Redundancy pay	Period of continuous	Redundancy pay	Period of continuous	Redundancy pay
Redundancy Pay - Employer With 15 or More Employees.	No change to 2020 VECTEA.							
	At least one year but less than 2 years	4 weeks	At least one year but less than 2 years	4 weeks	National Employment Standards (Section 119 of the Fair Work Act 2009).		National Employment Standards (Section 119 of the Fair Work Act 2009).	
	At least 2 years but less than 3 years	6 weeks	At least 2 years but less than 3 years	6 weeks	At least 1 year but less	4 weeks	At least 1 year but	4 weeks
	At least 3 years but less than 4 years	7 weeks	At least 3 years but less than 4 years	7 weeks	At least 2 years but less	6 weeks	At least 2 years but	6 weeks
	At least 4 years but less than 5 years	8 weeks	At least 4 years but less than 5 years	8 weeks	At least 3 years but less	7 weeks	At least 3 years but	7 weeks
	At least 5 years but less than 6 years	10 weeks	At least 5 years but less than 6 years	10 weeks	At least 4 years but less	8 weeks	At least 4 years but	8 weeks
	At least 6 years but less than 7 years	11 weeks	At least 6 years but less than 7 years	11 weeks	At least 5 years but less	10 weeks	At least 5 years but	10 weeks
	At least 7 years but less than 8 years	13 weeks	At least 7 years but less than 8 years	13 weeks	At least 6 years but less	11 weeks	At least 6 years but	11 weeks
	At least 8 years but less than 9 years	14 weeks	At least 8 years but less than 9 years	14 weeks	At least 7 years but less	13 weeks	At least 7 years but	13 weeks
					At least 8 years but less	14 weeks	At least 8 years but	14 weeks
					At least 9 years but less	16 weeks	At least 9 years but	16 weeks
				At least 10 years	12 weeks	At least 10 years	12 weeks	
				- Clause 12 of the Award.		- Clause 33 of the Award.		

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	At least 9 years but less than 10 years	16 weeks	At least 9 years but less than 10 years	16 weeks			
	At least 10 years	12 weeks	At least 10 years	12 weeks			
	- Clause 18.5 of the VECTEA (2020) Equal to the National Employment Standards.		- Clause 20.4 of the VECTEA (2016). Equal to the National Employment Standards.				
Termination Notice by the Employer Early Childhood Teachers (Other Than Casual and Probationary Employees)	No change to 2020 VECTEA		4 working weeks' notice (inclusive of the notice required under the NES) or such period as agreed between the parties. If the employee is over 45 years of age and has completed at least 2 years of service the period will be increased by 1 week. - Clause 17.1 of the VECTEA (2020)		4 working weeks' notice (inclusive of the notice required under the NES) or such period as agreed between the parties. If the employee is over 45 years of age and has completed at least 2 years of service the period will be increased by 1 week. - Clause 19.1 of the VECTEA (2016).		The employment of an employee will not be terminated without 4 preschool term weeks or the payment of 4 weeks' salary instead of notice. If the employee is over 45 years of age and has completed at least 2 years of service, the NES notice period will apply. - Clause 32.2 of the Award.

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<p>Termination Notice by the Employer</p> <p>Certificate III Educators, KIS Additional Assistants, Diploma Qualified Educators and Activity Group Leaders (Other Than Casual and Probationary Employees)</p>	<p>No change to 2020 VECTEA</p>	<table border="1"> <thead> <tr> <th>Employee's period of continuous service with your employer</th> <th>Period of notice</th> </tr> </thead> <tbody> <tr> <td>Not more than 1 year</td> <td>1 week</td> </tr> <tr> <td>More than 1 year but not more than 3 years</td> <td>2 weeks</td> </tr> <tr> <td>More than 3 years but not more than 5 years</td> <td>3 weeks</td> </tr> <tr> <td>More than 5 years</td> <td>4 weeks</td> </tr> <tr> <td colspan="2">Increase the period by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.</td> </tr> </tbody> </table> <p>Clause 17.1 of the VECTEA (2020).</p>	Employee's period of continuous service with your employer	Period of notice	Not more than 1 year	1 week	More than 1 year but not more than 3 years	2 weeks	More than 3 years but not more than 5 years	3 weeks	More than 5 years	4 weeks	Increase the period by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.		<table border="1"> <thead> <tr> <th>Employee's period of continuous service with your employer</th> <th>Period of notice</th> </tr> </thead> <tbody> <tr> <td>Not more than 1 year</td> <td>1 week</td> </tr> <tr> <td>More than 1 year but not more than 3 years</td> <td>2 weeks</td> </tr> <tr> <td>More than 3 years but not more than 5 years</td> <td>3 weeks</td> </tr> <tr> <td>More than 5 years</td> <td>4 weeks</td> </tr> <tr> <td colspan="2">Increase the period by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.</td> </tr> </tbody> </table> <p>- Clause 19.1 of the VECTEA (2016).</p>	Employee's period of continuous service with your employer	Period of notice	Not more than 1 year	1 week	More than 1 year but not more than 3 years	2 weeks	More than 3 years but not more than 5 years	3 weeks	More than 5 years	4 weeks	Increase the period by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.		<table border="1"> <thead> <tr> <th colspan="2">National Employment Standards (Section 117 of the Fair Work Act 2009).</th> </tr> <tr> <th>Period of continuous service</th> <th>Notice required</th> </tr> </thead> <tbody> <tr> <td>Not more than 1 year</td> <td>1 week</td> </tr> <tr> <td>More than 1 year but not more than 3 years</td> <td>2 weeks</td> </tr> <tr> <td>More than 3 years but not more than 5 years</td> <td>3 weeks</td> </tr> <tr> <td>More than 5 years</td> <td>4 weeks</td> </tr> </tbody> </table> <p>An additional 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the employer.</p>	National Employment Standards (Section 117 of the Fair Work Act 2009).		Period of continuous service	Notice required	Not more than 1 year	1 week	More than 1 year but not more than 3 years	2 weeks	More than 3 years but not more than 5 years	3 weeks	More than 5 years	4 weeks	
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Comparison of the Victorian Early Childhood Teachers and Educators Agreements and the Modern Awards

	Changes from 2016 to 2020 VECTEA	Proposed Enterprise Agreement	Current Enterprise Agreement	Educators and Activity Group Leaders Children's Services Award 2010		Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020
	Information	VECTEA 2020	VECTEA 2016	Employee's period of continuous service with your employer	Period of notice	
Resignation Notice (Notice of Termination by an Employee) - All Employees	No change to 2020 VECTEA	The notice of termination required to be given by an employee is the same as that required of an employer, except that there is no requirement on the employee to give additional notice based on the age of the employee concerned. - Clause 17.2 of the VECTEA (2020)	The notice of termination required to be given by an employee is the same as that required of an employer, except that there is no requirement on the employee to give additional notice based on the age of the employee concerned. - Clause 19.2 of the VECTEA (2016)	Not more than 1 year More than 1 year but not more than 3 years More than 3 years but not more than 5 years More than 5 years	1 week 2 weeks 3 weeks 4 weeks	The notice of termination required to be given by an employee is the same as that required of the employee's employer. The employment of an employee (other than a casual employee) will not be terminated without at least 4 preschool term weeks. - Clauses 32.2 and 32.3 of the Award.
Payment of Wages	No change to 2020 VECTEA	Employees shall be paid weekly or fortnightly. An employee may request the pre-payment of salary for any period of term break and where so requested the payment shall be made no later than the last day of the term. - Clauses 26.1 and 26.2 of the VECTEA (2020).	Employees shall be paid weekly or fortnightly. An employee may request the pre-payment of salary for any period of term break and where so requested the payment shall be made no later than the last day of the term.	Wages may be paid weekly, fortnightly or monthly by agreement between the employer and employee - Clause 19.2 of the Award.	Wages are to be paid: <ul style="list-style-type: none"> once each fortnight with the payment (Early Childhood Teachers only). once every 4 weeks at the end of the first fortnight - 2 weeks in arrears and 2 weeks in advance once every month with the payment being made as nearly as possible on the 	

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			- Clauses 27.1 and 27.2 of the VECTEA (2016)		middle of each month which includes one half month in arrears and one-half month in advance. - Clause 18.1 of the Award.
Direction to Attend an Alternate Work Location	No change to 2020 VECTEA	An employer may direct an employee to attend another early education service to meet a short term need for a period of up to five consecutive working days. - Clause 23.1 of the VECTEA (2020).	An employer may direct an employee to attend another early education service to meet a short-term need for a period of up to five consecutive working days. - Clause 25.1 of the VECTEA (2016)	An employee may be transferred from one location to another within their rostered hours at the direction of the employer. An employee transferring from one location to another during a shift will be paid for the time taken to travel from one location to the other - Clause 21.7 of the Award.	Not provided for in the Award.
Common Terms and Conditions - Allowances					
Vehicle Allowance	Alignment of vehicle allowance (80 cents) to the amount in the <i>Children's Services Award 2010</i> and the <i>Educational Services (Teachers) Award 2020</i> .	An employee who is authorised by the employer to use their motor vehicle in the course of their duties will be reimbursed for such travel at 80 cents per kilometre. - Clause 27.2 of the VECTEA (2020).	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 \$0.80 per kilometre, for a maximum payment up to 400 km per week	Where an employer requests an employee to use their own motor vehicle in the performance of their duties the employee will be paid an allowance of \$0.80 per kilometre in the case of a motor car. - Clause 15.7 of the Award.	An employee who is required by the employer to use his/her own motor vehicle in the course of his/her duties shall be paid an allowance of \$0.80 per kilometre up to a maximum of 400 kilometres per week. - Clause 19.4 of the Award.

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			<p>NB: This rate is slightly higher than the ATO rate due to the July 2020 adjustment of the <i>Educational Services (Teachers) Award 2020</i>.</p> <p>- Clause 28.1 of the VECTEA (2016)</p>		
Clothing and Equipment Allowance (Protective Clothing)	Increase in allowance from \$1.90 to \$1.93 per day or part day thereof in lieu of receiving such suitable protective clothing or uniform as required by the employer.	<p>An employee shall be paid an allowance of \$1.93 per day or part day thereof in lieu of receiving such suitable protective clothing or uniform as required by the employer.</p> <p>Employees shall, where it is reasonable to do so by the employer, be provided with suitable protective clothing or a uniform to perform their duties.</p> <p>- Clause 27.3 of the VECTEA (2020).</p>	<p>Employees shall be paid an allowance of \$1.90 per day or part day thereof or provided with suitable protective clothing or a uniform in lieu thereof.</p> <p>- Clause 28.2 of the VECTEA (2016).</p>	Where an employee is required to launder any clothing referred to in clause 15.2(a) the employee will be paid an allowance of \$9.49 per week or \$1.90 per day , or where the uniform does not require ironing, \$5.98 per week or \$1.20 per day - Clause 15.2 of the Award.	Not provided for in the Award.
Meal Allowance	Alignment of meal allowance (\$12.63) to the amount in the <i>Children's Services Award 2010</i> .	Where an employer requires an employee to undertake work in excess of 9 hours in any one day during Monday to Friday or more than four hours on a Saturday the employer will provide a meal	Where an employer requires an employee to under-take 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	An employee required to work overtime for more than two hours without being notified on the previous day or earlier that they will be so required to work will either be supplied with a meal by the employer	Not provided for in the Award.

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Information	VECTEA 2020	VECTEA 2016		
	allowance of \$12.63 or a meal to the employee. - Clause 27.5 of the VECTEA (2020).	allowance of \$12.63 or a meal to the employee. - Clause 28.4 of the VECTEA (2016). NB: This rate was updated due to the July 2020 adjustment of the <i>Educational Services (Teachers) Award 2020</i> .	or paid an allowance of \$12.63. - Clause 15.5 of the Award.	
Early Childhood Teachers, Advisors and Preschool Field Officers - Terms of Employment				
Face-to-Face Teaching and Non-Teaching Time - Full Time and Part Time Teachers	<ul style="list-style-type: none"> Clarity that full-time, part-time and fixed-term teachers receive 30 minutes of non-teaching time for each hour. Non-teaching time has not increased and remains 12.5 hours per week Clause 54.6(d) inserted to require consultation when rostering teachers in team-teaching arrangements. 	<p>Full-time and part-time teachers shall receive 30 minutes of non-teaching time for every hour or part thereof of teaching duties.</p> <p>Full-time teachers will undertake face-to-face teaching duties up to a maximum of 25.5 hours per week and non-teaching duties of a minimum of 12.5 hours per week (pro rata for part-time teacher).</p> <p>Temporary teachers will undertake face-to-face teaching duties and non-teaching duties on the same basis as full-time and part-time teachers. - Clause 54.5 of the VECTEA (2020).</p>	<p>Full-time teachers will undertake face-to-face teaching duties up to a maximum of 25.5 hours per week and non-teaching duties of a minimum of 12.5 hours per week (pro rata for part-time teacher). - Clause 47.6 of the VECTEA (2016).</p>	<p>15.4 The ordinary hours of work for an employee during term weeks are variable. In return, an employee is not generally required to attend for periods of time when the students are not present, subject to the needs of the employer with regard to professional development, student free days and other activities requiring the employee's attendance.</p> <p>15.5 The maximum number of days that the employee will be required to attend during term weeks and non-term weeks is 205 in each school year. -Clauses 15.4 and 15.5 of the Award.</p>

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<p>Face-to-Face Teaching and Non-Teaching Time</p> <p>Casual Teachers</p>	<p>No change to 2020 VECTEA</p>	<p>Casual teachers will undertake non-teaching time on the following basis:</p> <p>a) A minimum of 20% of their contracted hours for the first five consecutive working days of each engagement;</p> <p>b) No less than a minimum of 12.5 hours per 38 hour working week where the engagement exceeds five consecutive working days.</p> <p>- Clause 54.6 of the VECTEA (2020).</p>	<p>Casual teachers will undertake non-teaching time on the following basis:</p> <p>a) A minimum of 20% of their contracted hours for the first five consecutive working days of each engagement;</p> <p>b) No less than a minimum of 12.5 hours per 38 hour working week where the engagement exceeds five consecutive working days.</p> <p>- Clause 47.7(d) of the VECTEA (2016).</p>		
<p>Duties Outside of Normal Working Hours.</p> <p>Preschool Field Officer, Advisor or Advisor in Charge</p>	<p>No change to 2020 VECTEA</p>	<p>Where a Preschool field officer, Advisor or Advisor in Charge is authorised by the employer to perform duties outside their normal working hours, there shall be added to their annual leave an equivalent period in lieu of such additional time worked.</p> <p>- Clause 56 of the VECTEA (2020).</p>	<p>Where a Preschool field officer, Advisor or Advisor in Charge is authorised by the employer to perform duties outside their normal working hours, this shall be added to their annual leave an equivalent period in lieu of such additional time worked.</p> <p>- Clause 49 of the VECTEA (2016).</p>		<p>Advisors and Preschool Field Officers who work in a service for more than 48 weeks per year only:</p> <p>A teacher employed in an early childhood service will be paid for authorised work performed outside of or in excess of the ordinary hours at the rate of time and a half for the first three hours and double time thereafter.</p>

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					Part-time employees who agree to work in excess of their normal hours will be paid at ordinary time for up to 8 hours provided that the additional time worked is during the ordinary hours of operation of the early childhood service - Clause A.4.1 of the Award.
Graduate Teacher Mentoring	<ul style="list-style-type: none"> Introduction of new graduate teacher mentoring clause providing four days' paid leave for graduate registered teachers. Four days' paid 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. 	<p>A Teacher with provisional teacher registration with the Victorian Institute of Teaching will be entitled to up to four days paid leave for the purposes of moving to full teacher registration.</p> <p>A Teacher mentoring a provisionally registered Teacher moving to full registration with the Victorian Institute of Teaching will be entitled to up to four days paid leave for the purposes of mentoring. - Clause 52 of the VECTEA (2020).</p>	No provided for in the current Agreement.		When the employee appointed to a leadership position is performing duties in non-term weeks that are directly associated with the leadership position it is included when calculating the 205 employee attendance days. - Clause 15.6 of the Award.

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Examination Leave	<ul style="list-style-type: none"> No change to 2020 VECTEA 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. 	<p>Employees attending examinations appropriate to their profession will be granted leave of absence, with pay, for the time required for this purpose. Where an employee is to attend an afternoon examination, leave will be granted for the whole of the day.</p> <p>Employees shall be granted leave of absence, with pay, for the conferring on them of degrees or diplomas relevant to their profession.</p> <p>- Clauses 55.1 and 55.2 of the VECTEA (2020).</p>	<p>Employees attending examinations appropriate to their profession will be granted leave of absence, with pay, for the time required for this purpose. Where an employee is to attend an afternoon examination, leave will be granted for the whole of the day.</p> <p>Employees shall be granted leave of absence, with pay, for the conferring on them of degrees or diplomas relevant to their profession.</p> <p>- Clauses 48.1 and 48.2 of the VECTEA (2016).</p>		Not provided for in the Award.
Saturday Work Rates	No change to 2020 VECTEA	<p>Work ordinarily performed on a Saturday will be paid at the rate of time and one half with a minimum period of engagement of 3.25 hours and double time thereafter.</p> <p>- Clause 53 of the VECTEA (2020)</p>	<p>Work ordinarily performed on a Saturday will be paid at the rate of time and one half with a minimum period of engagement of 3.25 hours and double time thereafter.</p> <p>- Clause 46 of the VECTEA (2016).</p>		Not provided for in the Award.

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Early Childhood Teachers, Advisors and Preschool Field Officers - Allowances													
Teacher in Charge Allowance	No change in allowance 2020 VECTEA. The Allowance remains 4% of for a teacher at classification level 1.1. Rates of pay for level 1.1 have been increased in Schedule 2.	<p>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.</p> <p>A teacher in charge is one who is required to have overall responsibility for a service comprising two or more units.</p> <p>- Clause 51 of the VECTEA (2020).</p>	<p>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.</p> <p>A teacher in charge is one who is required to have overall responsibility for a service comprising two or more units.</p> <p>- Clause 44 of the VECTEA (2016).</p>		<p>Director's Allowance:</p> <p>An early childhood/preschool teacher (ECT) who is appointed as director is entitled to an allowance based on the size of the service:</p> <table border="1"> <thead> <tr> <th>Size of service</th> <th>\$ per annum</th> </tr> </thead> <tbody> <tr> <td>Up to 39 places</td> <td>\$6028.30</td> </tr> <tr> <td>40 to 59 places</td> <td>\$7469.85</td> </tr> <tr> <td>60 or more places</td> <td>\$9068.66</td> </tr> </tbody> </table> <p>- Clause 19.2 of the Award.</p>	Size of service	\$ per annum	Up to 39 places	\$6028.30	40 to 59 places	\$7469.85	60 or more places	\$9068.66
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Diploma Qualified Educators, Cert III Educators, Additional Assistants and Activity Group Leaders - Terms of Employment													
Ordinary Hours of Work	No change to 2020 VECTEA	<p>The ordinary hours of work will be 38 hours per week worked on any day from Monday to Friday between 7.00 am and 6.00 pm.</p> <p>- Clause 60 of the VECTEA (2020).</p>	<p>The ordinary hours of work will be 38 hours per week worked on any day from Monday to Friday between 7.00 am and 6.00 pm.</p> <p>- Clause 53 of the VECTEA (2020).</p>	<p>Ordinary hours will be worked in periods not exceeding eight hours, in unbroken periods save for meal breaks, between Monday and Friday, 6.00 am - 6.30 pm.</p>									

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Comparison of the Victorian Early Childhood Teachers and Educators Agreements and the Modern Awards

Changes from 2016 to 2020 VECTEA	Proposed Enterprise Agreement	Current Enterprise Agreement	Educators and Activity Group Leaders Children's Services Award 2010	Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020												
Information	VECTEA 2020	VECTEA 2016	2010	2020												
			Subject to an Individual flexibility arrangement, by agreement between an employer and an employee, an employee may be rostered to work up to a maximum of 10 hours in any one day - Clause 21.1 of the Award													
Overtime Rates	<p>No change to 2020 VECTEA for Cert III and Diploma Educators, Additional Assistants and Activity Group Leaders.</p> <p>An employee will be paid overtime for all authorised work performed outside the ordinary spread of hours or in excess of 38 hours per week.</p> <p>Overtime is calculated daily.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #D3D3D3;">Time worked</th> <th style="background-color: #D3D3D3;">Overtime rate</th> </tr> </thead> <tbody> <tr> <td style="background-color: #D3D3D3;">Monday-Friday</td> <td>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.</td> </tr> <tr> <td style="background-color: #D3D3D3;">Saturday</td> <td>Time and a half at the ordinary time rate of pay for the first 2 hours and double time at the</td> </tr> </tbody> </table>	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	<p>An employee will be paid overtime for all authorised work performed outside the ordinary spread of hours or in excess of 38 hours per week.</p> <p>Overtime is calculated daily.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #D3D3D3;">Time worked</th> <th style="background-color: #D3D3D3;">Overtime rate</th> </tr> </thead> <tbody> <tr> <td style="background-color: #D3D3D3;">Monday-Friday</td> <td>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.</td> </tr> <tr> <td style="background-color: #D3D3D3;">Saturday</td> <td>Time and a half at the ordinary time rate of pay for the first 2 hours and double time at the ordinary</td> </tr> </tbody> </table>	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	<p>Full-time and part-time employees will be paid overtime at the rate of 150% of the hourly rate for the first 2 hour and 200% of the hourly rate after 2 hours.</p> <p>Casual employees will be paid overtime at the rate of 175% of the hourly rate for the first 2 hours and 225% of the hourly rate after 2 hours.</p> <p>In calculating overtime, each day's work will stand alone - Clause 23.2 of the Award.</p>	
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Time Off in Lieu Instead of Overtime (TOIL)	No change to 2020 VECTEA	<p>An employee and an employer may agree that an employee will be provided with time off in lieu instead of being paid an overtime payment for all authorised work performed outside of or in excess of the ordinary hours.</p> <p>Additional hours will accrue at a standard rate of one hour for each hour worked by the employee. - Clause 61.2 of the VECTEA (2020)</p>	<p>An employee and an employer may agree that an employee will be provided with time off in lieu instead of being paid an overtime payment for all authorised work performed outside of or in excess of the ordinary hours.</p> <p>Additional hours will accrue at a standard rate of one hour for each hour worked by the</p>	<p>An employee and employer may agree in writing to the employee taking time off instead of being paid for a particular amount of overtime that has been worked by the employee.</p> <p>The period of time off that an employee is entitled to take is the same as the number of</p>													

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			employee - Clause 54.2 of the VECTEA (2016)	overtime hours worked - Clause 23.3 of the Award	
Non- Contact Time Diploma Qualified Educators, Cert III Educators, Additional Assistants	No change to 2020 VECTEA	Non-contact time shall be allocated at a minimum of 15 minutes for each contact hour (weekly minimum allocation of one hour for each child attendance session). 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 - Clause 63 of the VECTEA (2020).	Non-contact time shall be allocated at a minimum of 15 minutes for each contact hour (weekly minimum allocation of one hour for each child attendance session). 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 - Clause 56 of the VECTEA (2016)	An employee responsible for the preparation, implementation and/or evaluation of a developmental program for an individual child or group of children will be entitled to a minimum of two hours non-contact time per week - Clause 21.5 of the Award.	
Non- Contact Time Activity Group Leaders	No change to 2020 VECTEA	Non-contact time shall be allocated at a minimum of 20 minutes for each contact hour - Clause 63.5 of the VECTEA (2020).	Non-contact time shall be allocated at a minimum of 20 minutes for each contact hour - Clause 56.5 of the VECTEA (2016).	An employee responsible for the preparation, implementation and/or evaluation of a developmental program will be entitled to a minimum of two hours non-contact time per week - Clause 21.5 of the Award.	

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Diploma Qualified Educators, Cert III Educators, Additional Assistants and Activity Group Leaders - Allowances					
Higher Duties	<ul style="list-style-type: none"> Clause has been updated to clarify when higher duties may occur and clarify the rates of pay when 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. 	<p>An Educator who is engaged as a Certificate III Educator and who holds an approved Diploma qualification may be requested by the employer to temporarily perform the duties of:</p> <ul style="list-style-type: none"> A Diploma Qualified Educator and will be paid at level 2.1 of the Educators (Diploma Qualified) rate; or An Activity Group Leader and will be paid at level 3.1 of the Activity Group Leader rate. <p>An Educator or Activity Group Leader who holds an approved teaching qualification may be requested by the employer to temporarily perform the duties of a Teacher and will be paid at the Teacher rate - Clause 64.1 of the VECTEA (2020).</p>	<p>An Educator who is engaged as a Certificate III Educator and who holds an approved Diploma qualification may be requested by the employer to temporarily perform the duties of a Diploma Qualified Educator, Activity Group Leader.</p> <p>Where the employee performs such duties he/she will be paid the entry rate of pay applicable to the higher classification for the whole period during which the duties are performed - Clauses 57.1 and 57.2 of the VECTEA (2016).</p>	<p>An employee engaged in duties carrying a higher rate than their ordinary classification for two or more consecutive hours within any shift or day will be paid for the time so worked at the higher rate - Clause 18.1 of the Award.</p>	

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First Aid Allowance	No change to 2020 VECTEA. Allowance is \$1.10 per day.	An employee who holds a current recognised accredited first aid qualification approved by ACECQA appointed by the employer to be responsible for the provision of first aid to children within the employee's care will be paid an allowance of \$1.10 per day - Clause 65.1 of the VECTEA (2020).	An employee who holds a current recognised accredited first aid qualification approved by ACECQA appointed by the employer to be responsible for the provision of first aid to children within the employee's care will be paid an allowance of \$1.10 per day - Clause 58.1 of the VECTEA (2020).	Where an employee classified below Level 3 is required by the employer to administer first aid to children within the employee's care and the employee holds a current recognised first aid qualification they will be paid an allowance of 1.13% of the standard rate per day - Clause 15.4 of the Award.	
Other Allowances	No change to 2020 VECTEA.	Toilet Cleaning - An employee required to undertake toilet cleaning duties as part of their regular daily routine will be paid an allowance of \$1.54 per day - Clause 65.2 of the VECTEA (2020).	Toilet Cleaning - An employee required to undertake toilet cleaning duties as part of their regular daily routine will be paid an allowance of \$1.54 per day - Clause 58.2 of the VECTEA.	Not provided in the Award.	

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