



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement	Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School	
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]	
	VECA to VECTEA Comparison			Relevant Modern Awards Comparison			
Common Terms and Conditions - Leave Entitlements and Additional Benefits							
Employer Paid Parental Leave Primary Care Giver (Maternity Leave)	<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 leave entitlements accrue. This clause is particularly relevant for young and/or female workers, but may be relevant to employees of all ages and gender. 	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 VECA (2021).	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).	A payment equivalent to 14 weeks' salary , payable on commencement of maternity/adoption leave. - Clause 31.5 of the VECTEA (2016).	Not provided for in the award or the NES.	Not provided for in the award or the NES.	A female Employee who has at least 26 weeks' paid service within the previous 12 months of employment will be entitled to 12 weeks paid maternity leave, to be taken in connection with the birth of her baby. - Clause 22.2 of the Award. NB: Paid adoption leave is also available under this Award - clause 22.4.
Employer Paid Parental Leave (Partner Leave)	Secondary caregivers will receive an increased	4 weeks' salary paid at the employee's ordinary time rate	4 weeks' salary paid at the employee's ordinary time rate	A payment equivalent to five days,	Not provided for in the award or the NES.	Not provided for in the award or the NES.	An Employee who is the spouse or de facto partner of a woman who gives



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Non-Primary Giver	entitlement from 5 days to four weeks paid leave.	payable on commencement of partner leave or in fortnightly instalments. - Clause 30.3 of the VECA (2021).	payable on commencement of partner leave or in fortnightly instalments. - Clause 30.3 of the VECTEA (2020).	payable on commencement of partner leave. - Clause 31.7 of the VECTEA (2016).			birth to a baby, who has at least 12 months' continuous paid service, will be entitled to 1 weeks' paid partner leave in connection with the birth of a child for whom the Employee has accepted responsibility, to be taken either before and/or after the birth. - Clause 22.3 of the Award.
Unpaid Parental Leave (Primary Care Giver)	No change to this Agreement.	78 weeks unpaid leave with any extension to be in accordance with the NES (up to 2 years). - Clause 30.2 of the VECA (2021).	78 weeks unpaid leave with any extension to be in accordance with the NES (up to 2 years). - Clause 30.2 of the VECTEA (2020).	78 weeks unpaid leave with any extension to be in accordance with the NES (up to two years). - Clause 31.4 of the VECTEA (2016).	Per the National Employment Standards. 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.	Per the National Employment Standards - Clause 25 of the Award. 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.	Per the NES. 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.



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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 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. 	<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 VECA (2021).</p>	<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 these agreements.</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>	<p>Per the National Employment Standards</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	Updated legislation.	In accordance with the Victorian <i>Long Service Leave Act 2018</i> . - Clause 32 of the VECA (2021).	In accordance with the Victorian <i>Long Service Leave Act 2018</i> . - Clause 32 of the VECTEA (2020).	In accordance with the Victorian <i>Long Service Leave Act 1992</i> . - Clause 33 of the VECTEA (2016).	In accordance with the Victorian <i>Long Service Leave Act 2018</i> .	In accordance with the Victorian <i>Long Service Leave Act 2018</i> .	In accordance with the Victorian <i>Long Service Leave Act 2018</i> .



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Annual Leave Entitlement - All Employees	No change to this Agreement.	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 VECA (2021).	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 NES - 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).	Per the NES - 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).	Per the National Employment Standards - Clause 20 of the Award. 152 hours (4 weeks annual leave) for a full-time employee (pro-rata for part time). 190 hours for a shift-worker (not applicable).
Additional Leave Entitlement - 10 Week Leave Model	No change to this Agreement.	Additional paid leave of 228 hours (30 days for a full-time employee) accrued on a pro-rata basis. - Clause 36.3 of the VECA (2021).	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	An Early Childhood Teacher is entitled to payment during school vacation periods, subject to payment for a school vacation period is subject to an Early Childhood Teacher having worked all of a school term, provided that sick leave and public holidays are treated as time worked. - Clause 13.5. An Early Childhood Educator may be employed at a salary that is not less than 46/52 of the salary provided for in Schedule A, subject to receiving payment during school



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					non-term weeks is 205 in each school year. - Clauses 15.4 and 15.5 of the Award.	vacation periods - Clause 13.6.	
Annual Leave Loading	No change to this Agreement	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 VECA (2021).	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.	Salary loading allowance Subject to clause 17.4(c), an Employee is entitled to be paid, on a date determined by an Employer, a salary loading allowance each year equivalent to 17.5% of 4 weeks of the total salary to which he or she is normally entitled as at 1 December of the year in which the allowance is paid (pro-rata for part-time). - Clause 17.4 of the Award.



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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 VECA (2021).	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.	An Employee is entitled to 114 hours personal leave (inclusive of personal leave entitlements under the NES) per annum, which will be cumulative. - Clause 21.2 of the Award.
Unpaid Carer's Leave (Including Casual Employees)	No change to this Agreement	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 VECA (2021).	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 for each occasion.	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.	Personal/carers' leave and compassionate leave are provided for in the NES. - Clause 21.1 of the Award. An employee is entitled to 2 days of unpaid carer's leave for each occasion.
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	An employee is entitled to 5 days of paid compassionate leave for each	An employee is entitled to 2 days of paid compassionate leave for each	Personal/carers' leave and compassionate leave are provided for in the NES:	Personal/carers' leave and compassionate leave are provided for in the NES:	Leave on full pay of up to three days may be granted to an Employee on the occasion of the death of a



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		occasion (a permissible occasion). - Clause 28.11 of the VECA (2021)	occasion (a permissible occasion). - Clause 28.11 of the VECTEA (2020)	occasion (a permissible occasion). - Clause 29.10 of the VECTEA (2016).	- Clause 25 of the Award. An employee is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) -	- Clause 24 of the Award. An employee is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) -	member of his or her immediate family or household, inclusive of compassionate leave entitlements under the NES. - Clauses 24.1 and 24.2 of the Award.
Community Service Leave (Including Jury Service)	No change to this Agreement.	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.	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.	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.	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.	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.	Community service leave is provided for in the NES- Clause 24.1 of the Award. An Employee who is required to appear and serve as juror under the Juries Act 2000 (Vic) will be entitled to leave with pay for the period during which his or her attendance at court is required. - Clause 25.2



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<p>Organisational Days</p>	<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.</p> <p>- Clause 34 of the VECA (2021).</p>	<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.</p> <p>- 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.</p> <p>- Clause 35 of the VECTEA (2016).</p>	<p>Not provided for in this Award.</p> <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.</p> <p>- Clauses 15.4 and 15.8 of the Award.</p>	<p>Not provided for in this Award.</p>



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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 VECA (2021)	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 development. - Clause 45.1 of the VECTEA (2016)	Not provided in this Award.	As above.	Not provided in this Award.
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 VECA (2021)	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 these Agreements.	Not provided for in this Award.	Not provided for in this Award.	Not provided for in this Award.



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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. 	<p>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.</p> <p>- Clause 43.1 of the VECA (2021)</p>	<p>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.</p> <p>- Clause 43.1 of the VECTEA (2020)</p>	Not included in these Agreements.	Not provided for in this Award.	Not provided for in this Award.
VIT Councillors Leave	<p>New clause provides paid leave to attend specified VIT Council meetings for an employee holding a position of VIT Councillor.</p>	<p>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.</p> <p>- Clause 44 of the VECA (2021)</p>	<p>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.</p> <p>- Clause 44 of the VECTEA (2020)</p>	Not included in these Agreements.	Not provided for in this Award.	Not provided for in this Award.



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Employee Assistance Program	Access for staff to an EAP 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.	Employees covered by this Agreement are eligible to access an Employee Assistance Program (EAP). - Clause 40 of the VECA (2021)	Employees covered by this Agreement are eligible to access an Employee Assistance Program (EAP). - Clause 40 of the VECTEA (2020)	Not included in these Agreements.	Not provided for in this Award.	Not provided for in this Award.	Not provided for in this Award.
Common Terms and Conditions - Rostering and Hours of Work							
Non-Teaching/ Contact Time Educational Leader and Nominated Supervisor	<ul style="list-style-type: none"> New clause provides an hour per week (in total) per service for the Educational Leader and Nominated Supervisor. 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. 	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. - Clause 45.1 of the VECA (2020)	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. - Clause 45.1 of the VECTEA (2020)	Not included in these Agreements.	An employee appointed as the Educational Leader will be entitled to a minimum of two hours non-contact time per week. - Clause 21.5(b) of the Award.	Where the service is open for at least 48 weeks of the year: An employee who is responsible for programming and planning for a group of children is entitled to two 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.	Not provided in this Award.



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<p>Meal Breaks</p>	<p>Clause updated to clarify what happens when employees are required to work in their break.</p>	<p>Unpaid meal break Employees are entitled to an unpaid meal break from teaching or contact with children:</p> <ul style="list-style-type: none"> commencing no later than 5.5 hours from commencement of rostered work; and of not less than thirty consecutive (30) minutes duration; and 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> <p>- Clauses 33.1 and 33.4 of the VECA (2021)</p>	<p>Unpaid meal break Employees are entitled to an unpaid meal break from teaching or contact with children:</p> <ul style="list-style-type: none"> commencing no later than 5.5 hours from commencement of rostered work; and of not less than thirty consecutive (30) minutes duration; and 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> <p>- Clauses 33.1 and 33.4 of the VECTEA (2020)</p>	<p>Unpaid meal break Employees are entitled to an unpaid meal break from teaching or contact with children:</p> <ul style="list-style-type: none"> commencing no later than 5.5 hours from commencement of rostered work; and of not less than thirty consecutive (30) minutes duration; and 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> <p>- Clauses 34.1 and 34.4 of the VECTEA (2016)</p>	<p>Unpaid meal break 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. Provided that employees who are engaged for not more than six hours continuously per shift may elect to forego a meal break.</p> <p>- Clause 22.1 of the Award.</p>	<p>Unpaid meal break 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 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> <p>- Clauses 16.1 and 16.2 of the Award.</p>	<p>Unpaid meal break An Employee is entitled to an unpaid meal break, free of assigned duties, for a period of not less than 30 minutes no later than five hours from commencing work, other than an Early Childhood Teacher, where the break will be not less than 45 minutes, unless the Employer and Employee agree otherwise.</p> <p>- Clause 12.3 of the Award.</p>
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Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement		Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.		VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
Additional Hours - Part Time Employees	No change to this Agreement.	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 15.4 of the VECA (2021).	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 15.4 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.	Clause 17.7 - Overtime for Educators (only) applies. An Early Childhood Educator who is required to work hours additional to his or her normal hours of duty will be paid for the additional hours a rate not less than the minimum hourly rate plus 50% (time and a half) for the first two hours and not less than the minimum hourly rate plus 100% (double time), thereafter. - Clause 17.7(a) of the Award.
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. 	Where an employer directs an employee to attend work outside of the employee's normal rostered hours for out-of-hours meetings or events,	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	Not provided for in these Agreements.	Overtime provisions per clause 23.2 of the Award apply.	Not provided for services that operate for fewer than 48 weeks per year.	Clause 17.7 - Overtime for Educators (only) applies.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	Your Proposed Enterprise Agreement VECA 2021	Comparison Enterprise Agreement VECTEA 2020	Current Enterprise Agreements VECTEA 2016/ VECA 2016	Educators and Activity Group Leaders Children's Services Award 2010 [MA000120]	Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020 [MA000077]	Teachers and Educators in a ECEC service in a Government School Victorian Government Schools - Early Childhood - Award 2016 [MA000152]	
Out of Hours Work by Direction (Continued).	<ul style="list-style-type: none"> The Employer is required to provide 14 working days' notice. Clause is amended in the VECA from the VECTEA to improve clarity of interaction between the clauses in the Agreement. 	<p>the employee will be paid for such additional hours as specified below:</p> <ul style="list-style-type: none"> Full-time teachers will be paid at their ordinary time rate. Full-time educators will be paid at overtime rates. Part-time teachers will be paid at the rate at clause 15.4(f), unless clause 15.4() is agreed. Part-time educators will be paid the rate at clause 15.4(f), except where the overtime provision of clause 61 may apply. <p>- Clause 25.1 of the VECA (2021).</p>	<p>will be paid their ordinary time rate, except for Educators where the overtime provision may apply.</p> <p>- Clause 25. 1 of the VECTEA (2020).</p>	<p>Not provided for in these Agreements.</p>	<p>As above.</p>	<p>As above.</p>	<p>As above.</p>



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement		Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School
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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.	<p>See clause 12 of the VECA (2021).</p> <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. <p>This clause shall be subject to the dispute resolution provisions of this Agreement.</p>	<p>See clause 12 of the VECTEA (2020).</p> <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. <ul style="list-style-type: none"> This clause shall be subject to the dispute resolution provisions of this Agreement. 	Not included in these Agreements.	Not applicable in this Award.	Not applicable in this Award.	Not applicable in this Award.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement		Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School												
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Probationary Period	Updated Probation period (clause 16) enabling the employer to extend the probation period up to 6 months where genuine conduct or performance issues are discussed with the employee.	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 maximum of 6 months where genuine conduct or performance issues are discussed with the employee - Clause 16 of the VECA (2021) .	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 maximum of 6 months where genuine conduct or performance issues are discussed with the employee - Clause 16 of the VECTEA (2020) .	A probation period of 12 weeks (3 months) of term time shall apply to all employees. - Clause 18.1 of the VECTEA (2016)	Not applicable in the Awards.	Not applicable in the Awards.	Not applicable in the Awards.												
Redundancy Pay - Small Employer (Less Than 15 Employees)	No change to this Agreement.	Agreement-specific redundancy pay for small employers applies. - Clause 18.6 of the VECA (2021) - Your proposed Agreement - Clause 18.6 of the VECTEA (2020) - Clause 20.5 of the VECTEA (2016).			No industry specific award redundancy payments. Redundancy pay is not applicable for employees of a small employer. FAIR WORK ACT 2009 - Section 121	No industry specific award redundancy payments. Redundancy pay is not applicable for employees of a small employer. FAIR WORK ACT 2009 - Section 121	No industry specific award redundancy payments. Redundancy pay is not applicable for employees of a small employer. FAIR WORK ACT 2009 - Section 121												
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Redundancy Pay - Employer With 15 or More Employees.	No change to this Agreement.	<p>Agreement redundancy pay is equal to the National Employment Standards (Section 119 of the Act).</p> <p><i>As referenced in:</i></p> <ul style="list-style-type: none"> - Clause 18.5 of the VECA (2021)- Your proposed Agreement - Clause 18.5 of the VECTEA (2020) - Clause 20.4 of the VECTEA (2016) <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Period of continuous service</th> <th style="text-align: left;">Redundancy pay</th> </tr> </thead> <tbody> <tr><td>At least one year but less than 2 years</td><td>4 weeks</td></tr> <tr><td>At least 2 years but less than 3 years</td><td>6 weeks</td></tr> <tr><td>At least 3 years but less than 4 years</td><td>7 weeks</td></tr> <tr><td>At least 4 years but less than 5 years</td><td>8 weeks</td></tr> <tr><td>At least 5 years but less than 6 years</td><td>10 weeks</td></tr> <tr><td>At least 6 years but less than 7 years</td><td>11 weeks</td></tr> <tr><td>At least 7 years but less than 8 years</td><td>13 weeks</td></tr> <tr><td>At least 8 years but less than 9 years</td><td>14 weeks</td></tr> <tr><td>At least 9 years but less than 10 years</td><td>16 weeks</td></tr> <tr><td>At least 10 years</td><td>12 weeks</td></tr> </tbody> </table>			Period of continuous service	Redundancy pay	At least one year but less than 2 years	4 weeks	At least 2 years but less than 3 years	6 weeks	At least 3 years but less than 4 years	7 weeks	At least 4 years but less than 5 years	8 weeks	At least 5 years but less than 6 years	10 weeks	At least 6 years but less than 7 years	11 weeks	At least 7 years but less than 8 years	13 weeks	At least 8 years but less than 9 years	14 weeks	At least 9 years but less than 10 years	16 weeks	At least 10 years	12 weeks	<p>National Employment Standards (Section 119 of the Fair Work Act 2009).</p> <p><i>As referenced in:</i></p> <ul style="list-style-type: none"> - Clause 12 of the Children's Services Award 2010. - Clause 33 of the Educational Services (Teachers) Award 2020. <p><i>(Not directly referenced in the Victorian Government Schools - Early Childhood - Award 2016)</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Period of continuous service</th> <th style="text-align: left;">Redundancy pay</th> </tr> </thead> <tbody> <tr><td>At least 1 year but less than 2 years</td><td>4 weeks</td></tr> <tr><td>At least 2 years but less than 3 years</td><td>6 weeks</td></tr> <tr><td>At least 3 years but less than 4 years</td><td>7 weeks</td></tr> <tr><td>At least 4 years but less than 5 years</td><td>8 weeks</td></tr> <tr><td>At least 5 years but less than 6 years</td><td>10 weeks</td></tr> <tr><td>At least 6 years but less than 7 years</td><td>11 weeks</td></tr> <tr><td>At least 7 years but less than 8 years</td><td>13 weeks</td></tr> <tr><td>At least 8 years but less than 9 years</td><td>14 weeks</td></tr> <tr><td>At least 9 years but less than 10 years</td><td>16 weeks</td></tr> <tr><td>At least 10 years</td><td>12 weeks</td></tr> </tbody> </table>			Period of continuous service	Redundancy pay	At least 1 year but less than 2 years	4 weeks	At least 2 years but less than 3 years	6 weeks	At least 3 years but less than 4 years	7 weeks	At least 4 years but less than 5 years	8 weeks	At least 5 years but less than 6 years	10 weeks	At least 6 years but less than 7 years	11 weeks	At least 7 years but less than 8 years	13 weeks	At least 8 years but less than 9 years	14 weeks	At least 9 years but less than 10 years	16 weeks	At least 10 years	12 weeks
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Termination Notice by the Employer Early Childhood Teachers	No change to this Agreement.	4 working weeks' notice (inclusive of the notice required under the NES) or such period as agreed between the parties.	4 working weeks' notice (inclusive of the notice required under the NES) or such period as agreed between the parties.	4 working weeks' notice (inclusive of the notice required under the NES) or such period as agreed between the parties.	Not applicable.	The employment of an employee will not be terminated without 4 preschool term weeks or the payment of 4 weeks' salary instead of notice.	Notice of termination by an employer - teachers The employment of an employee (other than a casual employee) will not be terminated without at least four weeks' notice																																												



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

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Termination Notice by the Employer Early Childhood Teachers (Other Than Casual and Probationary Employees)		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 VECA (2021)	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)	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).		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.	(inclusive of the notice required under the NES), or four preschool term weeks in the case of a preschool employee, or the payment of four weeks' salary instead of notice. If the employee is over 45 years of age and has completed at least two years of service the NES notice period will apply. - Clause 10.5 of the Award.												
Termination Notice by the Employer Certificate III Educators, Diploma Qualified Educators and Activity Group Leaders (Other Than Casual and Probationary Employees)	No change to this Agreement.	Agreement notice periods for Educators <i>As referenced in:</i> - Clause 17.1 of the VECA (2021) - Your proposed Agreement - Clause 17.1 of the VECTEA (2020). - Clause 19.1 of the VECTEA (2016).		National Employment Standards (Section 117 of the Fair Work Act 2009) applies to all Award-covered Educators. <i>As referenced in:</i> - Clause 10.4 of the Victorian Government Schools - Early Childhood Award 2016. - Clause 11 of the Children's Services Award.		<table border="1" style="width: 100%;"> <thead> <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> <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>		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	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.	
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Resignation Notice (Notice of Termination by an Employee) - All Employees	No change to this Agreement.	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. As referenced in: - Clause 17.2 of the VECA (2021) - Your proposed Agreement - Clause 17.2 of the VECTEA (2020) - Clause 19.2 of the VECTEA (2016)			Children's Services Award 2010 Clause 11.1 Notice of termination by an employee <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Employee's period of continuous service with your employer</td> <td style="width: 30%;">Period of notice</td> </tr> <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> </table> <p>Note: The notice of termination required to be given by an employee is the same as that required of an employer except that the employee does not have to give additional notice based on the age of the employee.</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
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Educational Services (Teachers) Award 2020 Clause 32.3(a) Notice of termination by an employee The notice of termination required to be given by an employee is the same as that required of the employee's employer.						Victorian Government Schools – Early Childhood – Award 2016 Clause 10.6 Notice of termination by an employee 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.											
Payment of Wages	No change to this Agreement.	Employees shall be paid weekly or fortnightly.	Employees shall be paid weekly or fortnightly.	Employees shall be paid weekly or fortnightly.	Wages may be paid weekly, fortnightly or monthly by agreement	Wages are to be paid: • once each fortnight with the	Not specified in this Award.										



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Payment of Wages (Continued).	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. - Clause 26 of the VECA (2021).	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. - Clause 26 of the VECTEA (2020).	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. - Clause 27 of the VECTEA (2016)	between the employer and employee. -Clause 19.2 of the Award.	<p>payment (Early Childhood Teachers only).</p> <ul style="list-style-type: none"> 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 middle of each month which includes one half month in arrears and one-half month in advance. <p>- Clause 18.1 of the Award.</p>	
Direction to Attend an Alternate Work Location	No change to this Agreement.	An employer may direct an employee to attend another early education service to meet a short term	An employer may direct an employee to attend another early education service to meet a short-term	An employer may direct an employee to attend another early education service to meet a short-term	An employee may be transferred from one location to another within their rostered	Not provided for in this Award.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement		Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.		VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
Direction to Attend an Alternate Work Location (Continued)		need for a period of up to five consecutive working days. - Clause 23.1 of the VECA (2021).	need for a period of up to five consecutive working days. - Clause 23.1 of the VECTEA (2020).	need for a period of up to five consecutive working days. - Clause 25.1 of the VECTEA (2016)	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.		
Common Terms and Conditions - Allowances (All Employees)							
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 VECA (2021).	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 payment up to 400 km per week 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> . - Clause 28.1 of the VECTEA (2016)	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.	An Employee who is required to travel in excess of the distance he or she would normally travel from their home to workplace will be reimbursed at a rate that is not less than the rates notified by the Australian Tax Office from time to time. - Clause 18.2 of the Award.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement		Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.		VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
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.	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. 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. - Clause 27.3 of the VECA (2021).	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. 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. - Clause 27.3 of the VECTEA (2020).	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. - Clause 28.2 of the VECTEA (2016).	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.	Where an Employee is required to wear a uniform or protective clothing, including rubber gloves for cleaning, the Employer will provide such clothing or reimburse the Employee. - Clause 31 of the Award.
Meal Allowance	Alignment of meal allowance (\$12.83) to the amount in the <i>Children's Services Award 2010</i> . *Allowance increased to \$12.83 on 1 July 2021 under the Fair Work Commission's Annual Wage Review.	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 allowance of	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 allowance of	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 allowance of \$12.63 or	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	Not provided for in this Award.	An Employee required to work after 6.00 p.m. will be paid a meal allowance that will be not less than that determined by the Australian Taxation Office, from time to time, or provided with a meal.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

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Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]	
	\$12.83 or a meal to the employee. - Clause 27.5 of the VECA (2021).	\$12.83* or a meal to the employee. - Clause 27.5 of the VECTEA (2020).	a meal to the employee. - Clause 28.4.	employer or paid an allowance of \$12.63. - Clause 15.5 of the Award.		- Clause 18.3 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</p>	<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</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>- Clause 47.6 of the VECTEA (2016).</p>	<p>Not applicable.</p>	<p>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>The maximum number of days that the employee will be required to attend during term weeks and</p>	<p>Not specified in this Award.</p>



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		basis as full-time and part-time teachers. - Clause 54.5 of the VECA (2021).	basis as full-time and part-time teachers. - Clause 54.5 of the VECTEA (2020).			non-term weeks is 205 in each school year. - Clauses 15.4 and 15.5 of the Award.	
Face-to-Face Teaching and Non-Teaching Time Casual Teachers	No change to this Agreement.	Casual teachers will undertake non-teaching time on the following basis: a) A minimum of 20% of their contracted hours for the first five consecutive working days of each engagement; b) No less than a minimum of 12.5 hours per 38 hour working week where the engagement exceeds five consecutive working days. - Clause 54.6(h) of the VECA (2021).	Casual teachers will undertake non-teaching time on the following basis: c) A minimum of 20% of their contracted hours for the first five consecutive working days of each engagement; d) No less than a minimum of 12.5 hours per 38 hour working week where the engagement exceeds five consecutive working days. - Clause 54.6(h) of the VECTEA (2020).	Casual teachers will undertake non-teaching time on the following basis: a) A minimum of 20% of their contracted hours for the first five consecutive working days of each engagement; b) No less than a minimum of 12.5 hours per 38 hour working week where the engagement exceeds five consecutive working days. - Clause 47.7(d) of the VECTEA (2016).	Not applicable.	Teachers employed in early childhood services operating for at least 48 weeks per year: An employee responsible for programming and planning for a group of children will be entitled to at least 2 hours' non-contact time per week for the purpose of planning, preparing, evaluating and programming activities. - Clause A.3.2 of the Award.	Not specified in this Award.



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Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.		VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
<p>Duties Outside of Normal Working Hours.</p> <p>Preschool Field Officer, Advisor or Advisor in Charge</p>	No change to this Agreement.	<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 VECA (2021).</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>	Not applicable.	<p>Advisors and Preschool Field Officers who work in a service for more than 48 weeks per year only: 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> <p>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</p> <p>- Clause A.4.1 of the Award.</p>	Not applicable under this Award.



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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.</p> <p>- Clause 52 of the VECA (2021).</p>	<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.</p> <p>- Clause 52 of the VECTEA (2020).</p>	No provided for in these Agreements.	Not applicable.	<p>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.</p> <p>- Clause 15.6 of the Award.</p>	
Examination Leave	<ul style="list-style-type: none"> No change to this Agreement. This clause is particularly relevant for young and/or female workers, but may be relevant to 	Employees attending examinations appropriate to their profession will be granted leave of absence, with pay, for	Employees attending examinations appropriate to their profession will be granted leave of absence, with pay, for	Employees attending examinations appropriate to their profession will be granted leave of absence, with pay, for	Not provided for in the Award.	Not provided for in the Award.	Not provided for in the Award.



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	employees of all ages and gender.	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. Employees shall be granted leave of absence, with pay, for the conferring on them of degrees or diplomas relevant to their profession. - Clauses 55.1 and 55.2 of the VECA (2021).	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. Employees shall be granted leave of absence, with pay, for the conferring on them of degrees or diplomas relevant to their profession. - Clauses 55.1 and 55.2 of the VECTEA (2020).	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. Employees shall be granted leave of absence, with pay, for the conferring on them of degrees or diplomas relevant to their profession. - Clauses 48.1 and 48.2 of the VECTEA (2016).			
Saturday Work Rates (Early Childhood Teachers)	No change to this Agreement.	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. - Clause 53 of the VECA (2021).	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. - Clause 53 of the VECTEA (2020)	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. - Clause 46 of the VECTEA (2016).	Not applicable.	Not provided for in the Award.	An Early Childhood Teacher who is required to work on a Saturday will be paid a rate not less than the minimum hourly rate plus 50% (time and a half) for the first three hours and the minimum hourly rate plus 100% (double time), thereafter. - Clause 17.6 of the Award.



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Early Childhood Teachers, Advisors and Preschool Field Officers - Allowances															
Teacher in Charge Allowance	No change in allowance for this Agreement. 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.	Teacher in Charge Allowance 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. A teacher in charge is one who is required to have overall responsibility for a service comprising two or more units. - Clause 51 of the VECA (2021).	Teacher in Charge Allowance 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. A teacher in charge is one who is required to have overall responsibility for a service comprising two or more units. - Clause 51 of the VECTEA (2020).	Teacher in Charge Allowance 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. A teacher in charge is one who is required to have overall responsibility for a service comprising two or more units. - Clause 44 of the VECTEA (2016).	Not applicable.	Director's Allowance: An early childhood/preschool teacher (ECT) who is appointed as director is entitled to an allowance based on the size of the service: <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> - Clause 19.2 of the Award.	Size of service	\$ per annum	Up to 39 places	\$6028.30	40 to 59 places	\$7469.85	60 or more places	\$9068.66	Early Childhood Teacher in charge allowance An Early Childhood Teacher in charge of a centre comprising two or more units, including a pre-school play unit, will receive an additional annual allowance equivalent to 3.85% of the standard rate. This allowance is payable while the Early Childhood Teacher has an in charge has responsibility for the units, including between school vacation periods, provided it is a single continuous period. - Clause 17.2 of the Award.
Size of service	\$ per annum														
Up to 39 places	\$6028.30														
40 to 59 places	\$7469.85														
60 or more places	\$9068.66														
Diploma Qualified Educators, Cert III Educators, Additional Assistants and Activity Group Leaders - Terms of Employment															
Ordinary Hours of Work for Educators	No change to this Agreement.	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.	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.	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.	Ordinary hours will be worked in periods not exceeding eight hours, in unbroken periods save for meal breaks, between Monday and	Not applicable. The ordinary hours of work for an Early Childhood Educator will be performed from Monday to Friday between 7.00 am and 6.00 pm,									



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Ordinary Hours of Work for Educators		- Clause 60 of the VECA (2021).	- Clause 60 of the VECTEA (2020).	- Clause 53 of the VECTEA (2020).	Friday, 6.00 am - 6.30 pm. 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.		unless the Employer and Employee agree otherwise. - Clause 12.2 of the Award.								
Overtime Rates for Educators	No change to this Agreement.	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. Overtime is calculated daily.			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. 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. In calculating overtime, each day's	Not applicable.	Saturday, Sunday and Public Holiday Work An Early Childhood Educator who is required to work on a: <ul style="list-style-type: none"> • Saturday will be paid a rate not less than the minimum hourly rate plus 50% (time and a half) for the first two hours and not less than the minimum hourly rate plus 100% (double time), thereafter; • Sunday will be paid a rate of not less than 								
		<table border="1"> <thead> <tr> <th>Time worked</th> <th>Overtime rate</th> </tr> </thead> <tbody> <tr> <td>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>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 time rate of pay after that.</td> </tr> <tr> <td>Sunday</td> <td>Double time at the ordinary time rate of pay.</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 time rate of pay after that.	Sunday	Double time at the ordinary time rate of pay.				
Time worked	Overtime rate														
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		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.		work will stand alone - Clause 23.2 of the Award.		the minimum hourly rate plus 100% (double time); and <ul style="list-style-type: none"> Public Holiday will be paid a rate of not less than the minimum hourly rate applicable plus 150% (double time and a half. - Clause 17.6 of the Award. NB: Clause 17.7 applies.
		<p><i>As referenced in clauses:</i></p> <ul style="list-style-type: none"> - Clause 61.1 of the VECA (2021) – Your proposed agreement - Clause 61.1 of the VECTEA (2020) - Clause 54.1 of the VECTEA (2016). 					
Time Off in Lieu Instead of Overtime (TOIL) for Educators	No change to this Agreement.	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. Additional hours will accrue at a standard rate of one hour for each hour worked by the employee. - Clause 61.2 of the VECA (2021).	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. 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).	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. Additional hours will accrue at a standard rate of one hour for each hour worked by the employee - Clause 54.2 of the VECTEA (2016).	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. The period of time off that an employee is entitled to take is the same as the number of overtime hours worked - Clause 23.3 of the Award	Not applicable.	With the consent of the Employer, the employee may elect to take time off in lieu of the additional time worked at not less than an hour for each hour worked. - Clause 17.7(b) of the Award.



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Non- Contact Time Diploma Qualified Educators, Cert III Educators, Additional Assistants	No change to this Agreement.	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 VECA (2021).	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.	Not applicable.	Time for support duties – educator An employee performing the duties of an Early Childhood Assistant under the general direction of an Early Childhood Teacher is entitled in addition to the period children attend the kindergarten program to 45 minutes to undertake support duties (e.g. preparation, pack up or other duties relating to their work with children). - Clause 12.4 of the Award.
Non- Contact Time Activity Group Leaders	No change to this Agreement.	Non-contact time shall be allocated at a minimum of 20 minutes for each contact hour - Clause 63.5 of the VECA (2021).	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 per week - Clause 21.5.	Not applicable.	Not specified in this Award.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement	Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School	
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]	
Diploma Qualified Educators, Cert III Educators, Additional Assistants and Activity Group Leaders - Allowances							
Higher Duties for Educators	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.	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: <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. An Educator or Activity Group Leader who holds an approved teaching qualification	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: <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. An Educator or Activity Group Leader who holds an approved teaching qualification	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. 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).	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. As above.	Not applicable.	Not specified in this Award.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement	Your Proposed Enterprise Agreement	Comparison Enterprise Agreement	Current Enterprise Agreements	Educators and Activity Group Leaders	Teachers, Advisors and Preschool Field Officers	Teachers and Educators in a ECEC service in a Government School
Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	VECA 2021	VECTEA 2020	VECTEA 2016/ VECA 2016	Children's Services Award 2010 [MA000120]	Educational Services (Teachers) Award 2020 [MA000077]	Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
Higher Duties for Educators (Continued)		may be requested by the employer to temporarily perform the duties of a Teacher and will be paid at the Teacher rate. - Clauses 64.1 and 64.2 of the VECA (2021).	may be requested by the employer to temporarily perform the duties of a Teacher and will be paid at the Teacher rate - Clauses 64.1 and 64.2 of the VECTEA (2020).			
First Aid Allowance (Educators Only)	No change to this Agreement. 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 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.	Not applicable. An Early Childhood Educator who holds an appropriate first aid qualification and is required by the Employer to undertake first aid duties will be paid an annual allowance of not less 1.41% of the standard rate. - Clause 17.1 of the Award.
Other Educator Allowances	No change to this Agreement.	Toilet Cleaning - An employee required to undertake toilet cleaning duties as part of their regular daily routine will be paid an	Toilet Cleaning - An employee required to undertake toilet cleaning duties as part of their regular daily routine will be paid an	Toilet Cleaning - An employee required to undertake toilet cleaning duties as part of their regular daily routine will be paid an	Not provided in the Award.	Not applicable. Cleaning allowance An Early Childhood Educator who, as part of his or her regular daily duties, is



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Changes from the VECTEA 2016/VECA 2016 to your new Agreement Note: These are the same changes from the VECTEA 2016 to the VECTEA 2020.	Your Proposed Enterprise Agreement VECA 2021	Comparison Enterprise Agreement VECTEA 2020	Current Enterprise Agreements VECTEA 2016/ VECA 2016	Educators and Activity Group Leaders Children's Services Award 2010 [MA000120]	Teachers, Advisors and Preschool Field Officers Educational Services (Teachers) Award 2020 [MA000077]	Teachers and Educators in a ECEC service in a Government School Victorian Government Schools - Early Childhood - Award 2016 [MA000152]
Other Educator Allowances	allowance of \$1.54 per day - Clause 65.2 of the VECA (2021).	allowance of \$1.54 per day - Clause 65.2 of the VECTEA (2020).	allowance of \$1.54 per day - Clause 58.2 of the VECTEA (2016).			required to undertake general cleaning, including the cleaning of toilets and closets, will be entitled to an annual allowance of 0.94% of the standard rate. - Clause 17.5 of the Award. Educator in charge allowance An Early Childhood Educator, required to work a complete session without a qualified Early Childhood Teacher, or equivalent, will be paid an allowance for that session equal to 2.90% of the weekly rate applying to the standard rate.



Understanding the Victorian Early Childhood Agreement 2021 (VECA) - Comparison Tool

Definitions:

Award means the Educational Services (Teachers) Award 2020 [MA000077] or the Children's Services Award 2010 [MA000120]

NES means National Employment Standards in the *Fair Work Act 2009 (Act)*.

Teacher means Early Childhood Teacher

Educator means Diploma Qualified Educators, Certificate III Educators or KIS Additional Assistants.

VECA 2021 means Victorian Early Childhood Agreement 2021 (proposed agreement)

VECTEA 2020 means Victorian Early Childhood Teachers and Educators Agreement 2020 (comparison agreement).

VECTEA 2016 means Victorian Early Childhood Teachers and Educators Agreement 2016 (Current agreement).

When to Vote:

The vote for the VECA 2021 will be held by online ballot.

- Commencing on **Monday, 22 November 2021 (00:01 AEDT)**.
- Closing on **Tuesday, 30 November 2021 (23:59 AEDT)**.

All employees covered by this proposed agreement will receive a link from CorpVote to their nominated email address at the commencement of the voting period.

CorpVote is an Australian-based, independent third-party electronic voting provider engaged by the Early Learning Association Australia (ELAA) to facilitate the online voting process securely. Once you receive your individual email from CorpVote, you will receive a unique voter access code which you can use to cast a ballot from CorpVote.

Contact Us:

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Australian Education Union (Employees)

Membership Support Centre (MSC)

Ph: 1800 238 842

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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.