



# VICTORIAN EARLY CHILDHOOD AGREEMENT 2021 (VECA)

## SCHEDULE 2 – SALARY RATES

**TABLE A: SALARY RATES - EARLY CHILDHOOD TEACHERS  
52/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
<b>3.6</b>	Annual	\$105,915	\$107,485	\$109,055	\$110,625	\$112,195	\$113,766	\$115,336	\$116,906
	Weekly	\$2,029.80	\$2,059.89	\$2,089.98	\$2,120.07	\$2,150.16	\$2,180.25	\$2,210.34	\$2,240.44
	Hourly	\$53.41	\$54.21	\$55.00	\$55.79	\$56.58	\$57.38	\$58.17	\$58.96
	Casual	\$66.77	\$67.76	\$68.75	\$69.74	\$70.73	\$71.72	\$72.71	\$73.70
<b>3.5</b>	Annual	\$99,281	\$100,537	\$101,793	\$103,048	\$104,304	\$105,560	\$106,816	\$108,072
	Weekly	\$1,902.66	\$1,926.73	\$1,950.80	\$1,974.87	\$1,998.93	\$2,023.00	\$2,047.07	\$2,071.14
	Hourly	\$50.07	\$50.70	\$51.34	\$51.97	\$52.60	\$53.24	\$53.87	\$54.50
	Casual	\$62.59	\$63.38	\$64.17	\$64.96	\$65.75	\$66.55	\$67.34	\$68.13
<b>3.4</b>	Annual	\$95,963	\$97,144	\$98,324	\$99,504	\$100,685	\$101,865	\$103,046	\$104,226
	Weekly	\$1,839.08	\$1,861.70	\$1,884.32	\$1,906.95	\$1,929.57	\$1,952.19	\$1,974.82	\$1,997.44
	Hourly	\$48.40	\$48.99	\$49.59	\$50.18	\$50.78	\$51.37	\$51.97	\$52.56
	Casual	\$60.50	\$61.24	\$61.98	\$62.73	\$63.47	\$64.22	\$64.96	\$65.71
<b>3.3</b>	Annual	\$92,646	\$93,770	\$94,895	\$96,019	\$97,143	\$98,268	\$99,392	\$100,517
	Weekly	\$1,775.50	\$1,797.05	\$1,818.60	\$1,840.15	\$1,861.70	\$1,883.25	\$1,904.80	\$1,926.35
	Hourly	\$46.72	\$47.29	\$47.86	\$48.42	\$48.99	\$49.56	\$50.13	\$50.69
	Casual	\$58.40	\$59.11	\$59.82	\$60.53	\$61.24	\$61.95	\$62.66	\$63.37
<b>3.2</b>	Annual	\$86,012	\$87,573	\$89,134	\$90,695	\$92,256	\$93,817	\$95,378	\$96,939
	Weekly	\$1,648.36	\$1,678.28	\$1,708.20	\$1,738.12	\$1,768.03	\$1,797.95	\$1,827.87	\$1,857.79
	Hourly	\$43.38	\$44.17	\$44.95	\$45.74	\$46.53	\$47.31	\$48.10	\$48.89
	Casual	\$54.22	\$55.21	\$56.19	\$57.17	\$58.16	\$59.14	\$60.13	\$61.11



Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
<b>3.1</b>	Annual	\$81,015	\$82,797	\$84,579	\$86,361	\$88,143	\$89,925	\$91,708	\$93,490
	Weekly	\$1,552.60	\$1,586.75	\$1,620.91	\$1,655.06	\$1,689.21	\$1,723.37	\$1,757.52	\$1,791.68
	Hourly	\$40.86	\$41.76	\$42.66	\$43.55	\$44.45	\$45.35	\$46.25	\$47.15
	Casual	\$51.07	\$52.20	\$53.32	\$54.44	\$55.57	\$56.69	\$57.81	\$58.94
<b>2.5</b>	Annual	\$78,926	\$80,531	\$82,136	\$83,742	\$85,347	\$86,953	\$88,558	\$90,163
	Weekly	\$1,512.56	\$1,543.33	\$1,574.10	\$1,604.86	\$1,635.63	\$1,666.40	\$1,697.16	\$1,727.93
	Hourly	\$39.80	\$40.61	\$41.42	\$42.23	\$43.04	\$43.85	\$44.66	\$45.47
	Casual	\$49.76	\$50.77	\$51.78	\$52.79	\$53.80	\$54.82	\$55.83	\$56.84
<b>2.4</b>	Annual	\$76,838	\$78,283	\$79,728	\$81,173	\$82,618	\$84,064	\$85,509	\$86,954
	Weekly	\$1,472.55	\$1,500.25	\$1,527.94	\$1,555.64	\$1,583.33	\$1,611.03	\$1,638.73	\$1,666.42
	Hourly	\$38.75	\$39.48	\$40.21	\$40.94	\$41.67	\$42.40	\$43.12	\$43.85
	Casual	\$48.44	\$49.35	\$50.26	\$51.17	\$52.08	\$52.99	\$53.91	\$54.82
<b>2.3</b>	Annual	\$74,499	\$75,836	\$77,173	\$78,511	\$79,848	\$81,186	\$82,523	\$83,860
	Weekly	\$1,427.73	\$1,453.36	\$1,478.99	\$1,504.62	\$1,530.25	\$1,555.88	\$1,581.51	\$1,607.14
	Hourly	\$37.57	\$38.25	\$38.92	\$39.60	\$40.27	\$40.94	\$41.62	\$42.29
	Casual	\$46.96	\$47.81	\$48.65	\$49.49	\$50.34	\$51.18	\$52.02	\$52.87
<b>2.2</b>	Annual	\$72,285	\$73,513	\$74,740	\$75,967	\$77,194	\$78,422	\$79,649	\$80,876
	Weekly	\$1,385.31	\$1,408.83	\$1,432.35	\$1,455.87	\$1,479.39	\$1,502.91	\$1,526.42	\$1,549.94
	Hourly	\$36.46	\$37.07	\$37.69	\$38.31	\$38.93	\$39.55	\$40.17	\$40.79
	Casual	\$45.57	\$46.34	\$47.12	\$47.89	\$48.66	\$49.44	\$50.21	\$50.99
<b>2.1</b>	Annual	\$70,666	\$71,713	\$72,761	\$73,808	\$74,855	\$75,903	\$76,950	\$77,998
	Weekly	\$1,354.27	\$1,374.34	\$1,394.41	\$1,414.49	\$1,434.56	\$1,454.64	\$1,474.71	\$1,494.79
	Hourly	\$35.64	\$36.17	\$36.70	\$37.22	\$37.75	\$38.28	\$38.81	\$39.34
	Casual	\$44.55	\$45.21	\$45.87	\$46.53	\$47.19	\$47.85	\$48.51	\$49.17
<b>1.2</b>	Annual	\$65,379	\$65,379	\$66,033	\$66,693	\$67,360	\$68,034	\$68,714	\$69,401
	Weekly	\$1,252.95	\$1,252.95	\$1,265.48	\$1,278.13	\$1,290.92	\$1,303.82	\$1,316.86	\$1,330.03
	Hourly	\$32.97	\$32.97	\$33.30	\$33.64	\$33.97	\$34.31	\$34.65	\$35.00
	Casual	\$41.22	\$41.22	\$41.63	\$42.04	\$42.46	\$42.89	\$43.32	\$43.75



Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
1.1	Annual	\$63,538	\$63,538	\$64,173	\$64,815	\$65,463	\$66,118	\$66,779	\$67,447
	Weekly	\$1,217.67	\$1,217.67	\$1,229.84	\$1,242.14	\$1,254.56	\$1,267.11	\$1,279.78	\$1,292.58
	Hourly	\$32.04	\$32.04	\$32.36	\$32.69	\$33.01	\$33.34	\$33.68	\$34.02
	Casual	\$40.05	\$40.05	\$40.46	\$40.86	\$41.27	\$41.68	\$42.10	\$42.52

**TABLE B: SALARY RATES – ADVISOR / PRESCHOOL FIELD OFFICERS  
52/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
3	Annual	\$111,294	\$113,738	\$116,181	\$118,624	\$121,068	\$123,511	\$125,955	\$128,398
	Weekly	\$2,132.89	\$2,179.72	\$2,226.54	\$2,273.37	\$2,320.20	\$2,367.02	\$2,413.85	\$2,460.68
	Hourly	\$56.13	\$57.36	\$58.59	\$59.83	\$61.06	\$62.29	\$63.52	\$64.75
	Casual	\$70.16	\$71.70	\$73.24	\$74.79	\$76.32	\$77.86	\$79.40	\$80.94
2	Annual	\$109,425	\$111,707	\$113,989	\$116,271	\$118,553	\$120,835	\$123,117	\$125,399
	Weekly	\$2,097.06	\$2,140.79	\$2,184.53	\$2,228.26	\$2,272.00	\$2,315.73	\$2,359.47	\$2,403.20
	Hourly	\$55.19	\$56.34	\$57.49	\$58.64	\$59.79	\$60.94	\$62.09	\$63.24
	Casual	\$68.98	\$70.42	\$71.86	\$73.30	\$74.74	\$76.18	\$77.61	\$79.05
1	Annual	\$107,545	\$109,667	\$111,789	\$113,911	\$116,034	\$118,156	\$120,278	\$122,400
	Weekly	\$2,061.03	\$2,101.70	\$2,142.38	\$2,183.05	\$2,223.72	\$2,264.39	\$2,305.06	\$2,345.73
	Hourly	\$54.24	\$55.31	\$56.38	\$57.45	\$58.52	\$59.59	\$60.66	\$61.73
	Casual	\$67.80	\$69.14	\$70.47	\$71.81	\$73.15	\$74.49	\$75.82	\$77.16



**TABLE C: SALARY RATES – ACTIVITY GROUP LEADERS  
52/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
3.3	Annual	\$59,940	\$59,940	\$61,139	\$61,750	\$62,985	\$63,615	\$64,887	\$65,536
	Weekly	\$1,148.72	\$1,148.72	\$1,171.69	\$1,183.41	\$1,207.08	\$1,219.15	\$1,243.53	\$1,255.96
	Hourly	\$30.23	\$30.23	\$30.83	\$31.14	\$31.77	\$32.08	\$32.72	\$33.05
	Casual	\$37.79	\$37.79	\$38.54	\$38.93	\$39.71	\$40.10	\$40.91	\$41.31
3.2	Annual	\$59,054	\$59,054	\$60,235	\$60,838	\$62,054	\$62,675	\$63,928	\$64,568
	Weekly	\$1131.74	\$1131.74	\$1154.38	\$1165.92	\$1189.24	\$1201.13	\$1225.15	\$1237.40
	Hourly	\$29.78	\$29.78	\$30.38	\$30.68	\$31.30	\$31.61	\$32.24	\$32.56
	Casual	\$37.23	\$37.23	\$37.97	\$38.35	\$39.12	\$39.51	\$40.30	\$40.70
3.1	Annual	\$58,181	\$58,181	\$59,345	\$59,939	\$61,137	\$61,749	\$62,984	\$63,614
	Weekly	\$1,115.02	\$1,115.02	\$1,137.32	\$1,148.69	\$1,171.66	\$1,183.38	\$1,207.05	\$1,219.12
	Hourly	\$29.34	\$29.34	\$29.93	\$30.23	\$30.83	\$31.14	\$31.76	\$32.08
	Casual	\$36.68	\$36.68	\$37.41	\$32.79	\$38.54	\$38.93	\$39.71	\$40.10

**TABLE D: SALARY RATES – ACTIVITY GROUP LEADERS  
46/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
3.3	Annual	\$53,024	\$53,024	\$54,084	\$54,625	\$55,718	\$56,275	\$57,400	\$57,974
	Weekly	\$1,016.17	\$1,016.17	\$1,036.50	\$1,046.86	\$1,067.80	\$1,078.48	\$1,100.05	\$1,111.05
	Hourly	\$26.74	\$26.74	\$27.28	\$27.55	\$28.10	\$28.38	\$28.95	\$29.24
3.2	Annual	\$52,240	\$52,240	\$53,285	\$53,818	\$54,894	\$55,443	\$56,552	\$57,118
	Weekly	\$1,001.15	\$1,001.15	\$1,021.18	\$1,031.39	\$1,052.02	\$1,062.54	\$1,083.79	\$1,094.63
	Hourly	\$26.35	\$26.35	\$26.87	\$27.14	\$27.68	\$27.96	\$28.52	\$28.81
3.1	Annual	\$51,468	\$51,468	\$52,498	\$53,023	\$54,083	\$54,624	\$55,716	\$56,273
	Weekly	\$986.36	\$986.36	\$1,006.09	\$1,016.15	\$1,036.47	\$1,046.84	\$1,067.77	\$1,078.45
	Hourly	\$25.96	\$25.96	\$26.48	\$26.74	\$27.28	\$27.55	\$28.10	\$28.38



**TABLE E — SALARY RATES – EDUCATORS (DIPLOMA QUALIFIED)**  
**52/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
2.3	Annual	\$57,322	\$57,322	\$58,468	\$59,053	\$60,234	\$60,836	\$62,053	\$62,673
	Weekly	\$1,098.54	\$1,098.54	\$1,120.51	\$1,131.71	\$1,154.35	\$1,165.89	\$1,189.21	\$1,201.10
	Hourly	\$28.91	\$28.91	\$29.49	\$29.78	\$30.38	\$30.68	\$31.29	\$31.61
	Casual	\$36.14	\$36.14	\$36.86	\$37.23	\$37.97	\$38.35	\$39.12	\$39.51
2.2	Annual	\$56,475	\$56,475	\$57,604	\$58,180	\$59,344	\$59,937	\$61,136	\$61,747
	Weekly	\$1,082.30	\$1,082.30	\$1,103.95	\$1,114.99	\$1,137.29	\$1,148.66	\$1,171.63	\$1,183.35
	Hourly	\$28.48	\$28.48	\$29.05	\$29.34	\$29.93	\$30.23	\$30.83	\$31.14
	Casual	\$35.60	\$35.60	\$36.31	\$36.68	\$37.41	\$37.78	\$38.54	\$38.93
2.1	Annual	\$55,640	\$55,640	\$56,753	\$57,320	\$58,467	\$59,051	\$60,232	\$60,835
	Weekly	\$1,066.31	\$1,066.31	\$1,087.63	\$1,098.51	\$1,120.48	\$1,131.69	\$1,154.32	\$1,165.86
	Hourly	\$28.06	\$28.06	\$28.62	\$28.91	\$29.49	\$29.78	\$30.38	\$30.68
	Casual	\$35.08	\$35.08	\$35.78	\$36.14	\$36.86	\$37.23	\$37.97	\$38.35

**TABLE F — SALARY RATES – EDUCATORS (DIPLOMA QUALIFIED)**  
**46/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
2.3	Annual	\$50,708	\$50,708	\$51,722	\$52,239	\$53,284	\$53,817	\$54,893	\$55,442
	Weekly	\$971.78	\$971.78	\$991.22	\$1,001.13	\$1,021.15	\$1,031.36	\$1,051.99	\$1,062.51
	Hourly	\$25.57	\$25.57	\$26.08	\$26.35	\$26.87	\$27.14	\$27.68	\$27.96
2.2	Annual	\$49,958	\$49,958	\$50,957	\$51,467	\$52,496	\$53,021	\$54,082	\$54,623
	Weekly	\$957.42	\$957.42	\$976.57	\$986.34	\$1,006.06	\$1,016.12	\$1,036.45	\$1,046.81
	Hourly	\$25.20	\$25.20	\$25.70	\$25.96	\$26.48	\$26.74	\$27.27	\$27.55
2.1	Annual	\$49,220	\$49,220	\$50,204	\$50,706	\$51,721	\$52,238	\$53,282	\$53,815
	Weekly	\$943.27	\$943.27	\$962.14	\$971.78	\$991.19	\$1,001.11	\$1,021.13	\$1,031.34
	Hourly	\$24.82	\$24.82	\$25.32	\$25.57	\$26.08	\$26.34	\$26.87	\$27.14



**TABLE G — EDUCATORS (CERTIFICATE III QUALIFIED)  
52/52 MODEL OF EMPLOYMENT**

	Levels	1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
1.6	Annual	\$55,375	\$55,375	\$56,136	\$56,897	\$57,657	\$58,418	\$59,179	\$59,940
	Weekly	\$1,061.23	\$1,061.23	\$1,075.81	\$1,090.39	\$1,104.97	\$1,119.55	\$1,134.13	\$1,148.71
	Hourly	\$27.93	\$27.93	\$28.31	\$28.69	\$29.08	\$29.46	\$29.65	\$30.23
	Casual	\$34.91	\$34.91	\$35.39	\$35.87	\$36.35	\$36.83	\$37.31	\$37.79
1.5	Annual	\$52,702	\$52,702	\$53,756	\$54,293	\$55,379	\$55,933	\$57,052	\$57,622
	Weekly	\$1,010.00	\$1,010.00	\$1,030.20	\$1,040.50	\$1,061.31	\$1,071.93	\$1,093.37	\$1,104.30
	Hourly	\$26.58	\$26.58	\$27.11	\$27.38	\$27.93	\$28.21	\$28.77	\$29.06
	Casual	\$33.22	\$33.22	\$33.89	\$34.23	\$34.91	\$35.26	\$35.97	\$36.33
1.4	Annual	\$51,291	\$51,291	\$52,317	\$52,840	\$53,897	\$54,436	\$55,525	\$56,080
	Weekly	\$982.97	\$982.97	\$1,002.63	\$1,012.66	\$1,032.91	\$1,043.24	\$1,064.10	\$1,074.74
	Hourly	\$25.87	\$25.87	\$26.38	\$26.65	\$27.18	\$27.45	\$28.00	\$28.28
	Casual	\$32.33	\$32.33	\$32.98	\$33.31	\$33.98	\$34.32	\$35.00	\$35.35
1.3	Annual	\$50,418	\$50,418	\$51,416	\$51,930	\$52,969	\$53,499	\$54,569	\$55,114
	Weekly	\$966.23	\$966.23	\$985.36	\$995.22	\$1,015.12	\$1,025.27	\$1,045.78	\$1,056.23
	Hourly	\$25.43	\$25.43	\$25.93	\$26.19	\$26.71	\$26.98	\$27.52	\$27.80
	Casual	\$31.78	\$31.78	\$32.41	\$32.74	\$33.39	\$33.73	\$34.40	\$34.74
1.2	Annual	\$48,831	\$48,831	\$49,798	\$50,296	\$51,302	\$51,815	\$52,851	\$53,379
	Weekly	\$935.81	\$935.81	\$954.35	\$963.89	\$983.17	\$993.00	\$1,012.86	\$1,022.99
	Hourly	\$24.63	\$24.63	\$25.11	\$25.37	\$25.87	\$26.13	\$26.65	\$26.92
	Casual	\$30.78	\$30.78	\$31.39	\$31.71	\$32.34	\$32.66	\$33.32	\$33.65
1.1	Annual	\$47,195	\$47,195	\$48,183	\$48,664	\$49,638	\$50,134	\$51,137	\$51,648
	Weekly	\$904.46	\$904.46	\$923.39	\$932.63	\$951.28	\$960.79	\$980.01	\$989.81
	Hourly	\$23.80	\$23.80	\$24.30	\$24.54	\$25.03	\$25.28	\$25.79	\$26.05
	Casual	\$29.75	\$29.75	\$30.37	\$30.68	\$31.29	\$31.60	\$32.24	\$32.56



**TABLE F —EDUCATORS (CERTIFICATE III QUALIFIED)  
46/52 MODEL OF EMPLOYMENT**

Levels		1/10/2020	1/4/2021	1/10/2021	1/4/2022	1/10/2022	1/4/2023	1/10/2023	1/4/2024
1.6	Annual	\$48,986	\$48,986	\$49,659	\$50,332	\$51,005	\$51,678	\$52,351	\$53,024
	Weekly	\$938.78	\$938.78	\$951.68	\$964.58	\$977.47	\$990.37	\$1,003.27	\$1,016.17
	Hourly	\$24.70	\$24.70	\$25.04	\$25.38	\$25.72	\$26.06	\$26.40	\$26.74
1.5	Annual	\$46,621	\$46,621	\$47,553	\$48,029	\$48,989	\$49,479	\$50,469	\$50,974
	Weekly	\$893.46	\$893.46	\$911.33	\$920.45	\$938.85	\$948.24	\$967.21	\$976.88
	Hourly	\$23.51	\$23.51	\$23.98	\$24.22	\$24.71	\$24.95	\$25.45	\$25.71
1.4	Annual	\$45,373	\$45,373	\$46,281	\$46,743	\$47,678	\$48,155	\$49,118	\$49,609
	Weekly	\$869.55	\$869.55	\$886.94	\$895.81	\$913.73	\$922.86	\$941.32	\$950.73
	Hourly	\$22.88	\$22.88	\$23.34	\$23.57	\$24.05	\$24.29	\$24.77	\$25.02
1.3	Annual	\$44,600	\$44,600	\$45,484	\$45,938	\$46,857	\$47,326	\$48,272	\$48,755
	Weekly	\$854.74	\$854.74	\$871.67	\$880.38	\$897.99	\$906.97	\$925.11	\$934.36
	Hourly	\$22.49	\$22.49	\$22.94	\$23.17	\$23.63	\$23.87	\$24.34	\$24.59
1.2	Annual	\$43,196	\$43,196	\$44,052	\$44,492	\$45,382	\$45,836	\$46,753	\$47,220
	Weekly	\$827.84	\$827.84	\$844.23	\$852.67	\$869.72	\$878.42	\$895.99	\$904.95
	Hourly	\$21.79	\$21.79	\$22.22	\$22.44	\$22.89	\$23.12	\$23.58	\$23.81
1.1	Annual	\$41,749	\$41,749	\$42,623	\$43,049	\$43,910	\$44,349	\$45,236	\$45,689
	Weekly	\$800.10	\$800.10	\$816.85	\$825.02	\$841.52	\$849.93	\$866.93	\$875.60
	Hourly	\$21.06	\$21.06	\$21.50	\$21.71	\$22.15	\$22.37	\$22.81	\$23.04