



## Early Education Employees Agreement 2020

### Employee Information Summary

The AEU and MAV have reached agreement on the terms for a proposed Early Education Employees Agreement 2020 (the proposed EEEA 2020). The proposed EEEA 2020, if it is approved by employees and the Fair Work Commission, will replace your existing terms and conditions of employment, detailed in the Early Education Employees Agreement 2016 (EEEA 2016).

This document summarises the key changes of the proposed EEEA 2020 from the EEEA 2016 and explains the terms of the proposed EEEA 2020.

This document should be read in conjunction with the proposed EEEA 2020 and does not detail all changes, including:

- minor re-drafting of existing provisions which does not alter the substance of the existing entitlements;
- changes to clause numbering for existing entitlements where there are no other substantive changes to the operation of the entitlement or condition; and
- minor re-drafting changes to adopt language of the sector i.e. 'kindergarten' instead of 'pre-school', clear, simplified or gender-neutral language which does not substantially alter your entitlements.

A detailed comparison of this proposed EEEA 2020 in comparison to the Victorian Local Government (Early Childhood Education Employees) Award 2016 (Award) is available.

Clause reference	Issue	Nature of change
<b>Part A - Definitions</b>		
Part A	Definitions	<p>Inserted definition of Activity Group Leader, Nominated Supervisor and Pre-School Field Officer to clarify the positions.</p> <p>Renamed Early Childhood Educator to Certificate III Educator to accurately reflect the role.</p> <p>Inserted definition of 'Teaching experience' by reference to the clause and 'working week' for clarity with term date.</p> <p>Updated references to the FW Act.</p>
<b>Part B – Application and operation of the Agreement</b>		
n/a	Objectives and commitments	Objectives and commitments have been removed from the Agreement.
2	Coverage	Coverage updated to reflect FW Act coverage, and clarify coverage includes employees covered by schedule 4.
3	Employer Representation	Clause unchanged and gives the MAV the right to represent employers.
4	Date and period	The nominal expiry of the agreement will be 30 September 2024. Parties have agreed to recommence negotiations nine months before the expiry of the

Clause reference	Issue	Nature of change
	of operation	agreement, 1 January 2024.
5	No further claims	There will be no further increases (than those set out in the Agreement) before 1 October 2024.
6	New Educators programs	New clause outlines that the parties anticipate the roll out of 15 hours of three-year-old kindergarten may have employees appointed to positions under this agreement.
7	Access to the Agreement and NES	Clause unchanged and employees will have access to the National Employment Standards (NES).
8	NES can be excluded	Updated wording clarifying the Agreement is not intended to exclude the NES and the NES applies to the extent of any contravention or exclusion.
9	Industrial Relations Principals	Clause unchanged and sets out the industrial relations commitments of the parties
10	Consultation	Minor update with the insertion of the meaning of consultation.  The steps contained within the consultation process, and the responsibilities of the parties remain the same and are based on the model clause.
11	Dispute and Grievance Resolution	Grievance clause removed, and dispute clause renamed. Notes inserted to outline the operation of the clause with the FW Act. Clause remains otherwise unchanged and enables dispute to be taken to the FWC.
12	Excessive and unreasonable work	Clause unchanged and provides employee with an industrial mechanism to deal with work that is considered excessive or unreasonable through the Dispute and Grievance Resolution clause.
13	Disciplinary procedures	Clause unchanged and disciplinary action will be dealt with in accordance with the employers' policies and procedures.
<b>Part C – Common terms and conditions</b>		
14	Engagement	Categories of employment remain unchanged (full-time, part-time, temporary and casual). Clause continues to outline that on-going employment remains the standard employment type in the sector.  Minor amendments to reflect conditions for each type of engagement: <ul style="list-style-type: none"> <li>• Clause 14.4 updated to clarify part-time employees are employed ongoing and not for part of the year.</li> <li>• Clause 14.5 updated to clarify temporary employees accrue leave entitlements.</li> <li>• Clause 14.6 updated to clarify pay rates for casuals (rates are now inserted in schedule 2), the minimum hourly engagement for each category of employee and length of engagement (one term) for all casual employees.</li> </ul>
14.8	Variation of contracted hours or days of attendance	Clause updated to cross reference redundancy provisions to clarify they apply where an employee's hours are reduced without their consent.  Redundancy provisions now apply from 30%. An increase from 25%.

Clause reference	Issue	Nature of change
15	Rostered hours	Clause unchanged and maintains three (3) different ways to roster employees: <ol style="list-style-type: none"> <li>1. across a 38 hour week;</li> <li>2. a 76 hour fortnight; or</li> <li>3. over 152 hours in a four week period by agreement.</li> </ol>
16	Meal breaks	Minor amendments to require the employer to determine whether a meal break will be unpaid (and free from duties) or paid (and included in the employee's non-teaching or non-contact time) in consultation with the employee.  Clause updated to clarify working during a meal break will be considered teaching or contact time. Clause continues to provide: <ul style="list-style-type: none"> <li>• at least a 30 minute break after 5.5 hours from commencement of rostered work</li> <li>• unpaid breaks and entirely free from duties for both paid and unpaid meal, or paid breaks with employees completing non-teaching or non-contact duties.</li> </ul>
17	Organisational days	Increase in organisational days to 3 (from 2 in EEEA 2016).  Common child-free days are the first two days in term 1 and last day of term 4. Averaging provisions have been removed and alternative child free days are taken with agreement between employee and employer.
18	Professional development	Moving of professional development to common provisions extends 2 child-free days for professional development to all employees.  Clause otherwise remains unchanged. The employer will allocate days and activities which determined between employer and employee. Where possible days will be set in advance each year.
19	Models of attendance	Clause tidied up to remove transitional arrangements from the EEEA 2016.
20	Annual and additional leave	Entitlement remains unchanged.  Employee continue to be entitled to 20 days of annual leave (pro-rata for part-time) and it is accrued on a pro-rata basis. Employees employed on the 10 weeks leave model continue to be entitled to an additional 30 days of leave (pro-rata for part-time).  Updated wording to clarify payments for employees where they agree to work during their additional leave.
21	Approved unpaid Absence	Clause unchanged and an employee may apply to take a period of unpaid leave.
22	Annual leave loading	Entitlement remains the same with a loading of 17.5% on 4 weeks' annual leave.
23	Probation period	Clause unchanged and provides a probation period of 12 weeks, with a possible extension by agreement for a further period not to exceed 6 months in total.
24	Termination of	Entitlements remain the same.

Clause reference	Issue	Nature of change
	employment	<p>There continues to be different notice periods for teachers and educators. Educators as per the NES and teachers four working weeks with an additional week (totally 5 weeks) as per the NES.</p> <p>Provisions for 1 days' time off for seeking employment. When requested, the employer must provide a statement of service.</p>
25	Redundancy	<p>Updated clause to include NES provisions for varying redundancy pay when an employee gains suitable alternative employment.</p> <p>Redundancy provisions now apply where an employee's hours are reduced by more than 30% (previously 25%) without consent.</p> <p>Redundancy remains subject to the consultation clause and retains entitlement to redundancy pay if they leave in their notice period, 1 days' leave to search for a new position and maintenance of higher salary during the notice period where employee is transferred to lower paid duties.</p> <p>Where there are superior provisions within the council's enterprise agreement, in relation to redundancy, redeployment and retrenchment (including redundancy pay) these will apply.</p>
26	Agreement flexibility	<p>Clause unchanged. A flexibility agreement (FA) can be enter into by the Employee and employer. An FA must meet the genuine needs of the employer and employee. Such an agreement must result in the employee being better off overall than if no arrangement was made.</p>
27 and schedule 3	Salary Packaging	<p>Clause unchanged. Ongoing employees and employers can agree to into salary packaging arrangements (in accordance with ATO rules). Template agreement provided in schedule 3.</p>
28	Superannuation	<p>Clause unchanged and entitlements to super in accordance with superannuation legislation (currently 9.5%). Employees are able to make voluntary contributions.</p>
29	Accident Pay	<p>Entitlement unchanged and continues to provide 39 weeks make up pay between employee's workers compensation payments and wages under the Agreement. Legislation updated to the new Act.</p>
30	Employee Work locations	<p>Clause unchanged and an employer may direct an employee to attend another early childhood service for up to 5 consecutive days (i.e.: within the local government area, or within the cluster). An employee must not unreasonably refuse such a direction, but any additional expenses incurred by the employee (i.e.: travel or childcare costs) shall be met by the employer. Additional travel time will be counted as time worked.</p>
31	Payment of wages	<p>Clause unchanged and employees will be paid weekly or fortnightly. Employees can request pre-payment of salary in term breaks.</p>
32	Allowances	<p>Reorganised part of the clause to make it clearer that allowances are adjusted as determined by the Fair Work Commission.</p> <p>Rates updated as at 1 July 2020:</p> <ol style="list-style-type: none"> <li>1. Vehicle allowance: \$0.80 per kilometre for a car and \$0.27 for a motorcycle.</li> <li>2. Protective clothing: \$1.90 per day or provision of protective clothing or uniform, payable during term time.</li> </ol>

Clause reference	Issue	Nature of change
		<p>3. Meal allowance: \$12.63 or a provision of a meal.</p> <p>Surgical gloves must be provided by the employer where the employee is involved in toileting.</p> <p>Reimbursement of expenses in connection with the employee's duties, and at the written direction and approval of the employer will be paid or reimbursed by the employer. Working with Children Checks and VIT Registration remain costs borne by the employee.</p>
33.1-33.7	Personal/carer's leave	<p>The clause provides educators with 10 days personal/carers' leave (pro-rata for part-time employee) or a greater entitlement under the relevant council enterprise agreement. Teacher entitlement remains 15 days (114 hours)(pro-rata for part-time employees).</p> <p>Employees receive their first year entitlement at commencement and provided a subsequent entitlement each year. The clause removes the ability for teachers in their first year of service to have notional access to their second year of entitlement.</p>
33.8	Infectious diseases leave	Clause unchanged and provides paid leave (separate to the employee's personal/carer's leave) if the employee contracts an infectious disease.
33.9	Compassionate leave	Clause unchanged and provides 3 days of compassionate leave.
34	Public Holidays	Clause updated to include Friday before AFL Grand Final and a note to clarify employees who do not have ordinary hours on a public holiday are not entitled to be paid the public holiday.
35	Parental leave	<p>Clause has been amended to clarify the entitlement is to paid leave, language has been updated to be gender neutral and outline the interaction with the NES.</p> <p>Primary caregivers will receive an entitlement to 14 weeks paid parental leave or a greater entitlement under the local council enterprise agreement.</p> <p>Secondary caregivers will receive an increased entitlement from 5 days to two weeks paid leave or a greater entitlement under the local council enterprise agreement.</p> <p>The initial period of unpaid maternity and adoption leave continues to be up to a maximum of 78 weeks with any extension to be in accordance with the NES.</p>
36	Pre-natal leave	38 hours of pre-natal leave remains but is pro-rata for part-time employees.
37	Nursing mothers	New clause for employees who are nursing mothers to negotiate unpaid breaks to breastfeed. Employers commit, as far as practicable, to provide an environment that is comfortable, private, clean and safe from hazardous chemicals for employees to express and store breast milk.
38	Family Violence Leave	New clause provides family violence leave as per the local council enterprise agreement.
39	Community Service Leave	Clause remains unchanged. Employees 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 reference	Issue	Nature of change
40	Long Service Leave	Entitlement remains unchanged and the Local Government (Long Service Leave) Regulations 2012 apply.
41	Electronic Communications	Clause unchanged and provides reasonable access to the employer's electronic communications.
42	Cultural and Ceremonial Leave	Clause unchanged and employees may apply for up to 10 days leave without pay per year, non-cumulative to participate or attend religious or cultural activities.
43	Service with Emergency Services	Clause unchanged and provides paid leave (minus any pay from the emergency services) to allow active participation in emergency service organisations.
44	Defence Services Leave	Clause unchanged and provides for leave to attend the Defence Force Reserve training or service. The Employer will pay the difference in the employee's normal pay and the amount paid by the Defence Force for the period of release.
45	After-Hours Dependent Care	Clause unchanged and enables staff to apply for financial support due to compulsory requirements to perform duties outside normal hours where there are no other care options.
46	Blood donors	Clause unchanged and an employee will be granted paid time to donate blood.
47	Learning and Development	Clause unchanged and provides an entitlement to study assistance, training and support as per the local government enterprise agreement.
48	Union Training Leave	Clause unchanged and provides 5 days leave each calendar year or 10 days leave over 2 calendar years to attend union training (courses, seminars and conferences) subject to reasonable notice and the training contributing to an understanding of employment relations.
49	AEU Councillors Leave	New clause provides AEU Early Childhood State Councillors with up to 8 days leave to attend State Council meetings.
50	Consultative Committee	Clause unchanged and enables employees to participate in the employer's consultative committee under the local council agreement.
51	Employee Assistance Program	New clause provides employees with access to an Employee Assistance Program in accordance with the employer's policies.
52	Educational Leader and Nominated Supervisor	<p>New clause provides an hour per week per service to the Educational Leader and Nominated Supervisor.</p> <p>The time and duties will be allocated in consultation with the Educational Leader and Nominated Supervisor. The clause confirms that the position of Educational Leader can be shared between Employees.</p> <p>The clause does not disturb existing arrangements and does not prevent the employer and employee to agree to additional time and /or a payment.</p>
<b>Part D – Terms and Conditions for Early Childhood Teachers</b>		
53	Classifications	Clause unchanged beyond updating title of clause 53.1 to reflect contents of clause 'Recognition of qualification and previous experience'

Clause reference	Issue	Nature of change																												
		Clause outlines the recognised teaching experience.																												
54.1 to 54.8	Salaries	<p>Increased Teacher annual, weekly hourly and casual rates are provided for in schedule 2 (extract below).</p> <p>The classifications structure has been amended introducing a new level 3.6. Translation between the EEEA 2016 to the proposed VECTA 2020 will be as per the following table:</p> <table border="1"> <thead> <tr> <th>EEEE 2016</th> <th>EEEE 2020</th> </tr> </thead> <tbody> <tr> <td>Level 3.5</td> <td>Level 3.6</td> </tr> <tr> <td>Level 3.4</td> <td>Level 3.5</td> </tr> <tr> <td>N/A</td> <td>Level 3.4</td> </tr> <tr> <td>Level 3.3</td> <td>Level 3.3</td> </tr> <tr> <td>Level 3.2</td> <td>Level 3.2</td> </tr> <tr> <td>Level 3.1</td> <td>Level 3.2</td> </tr> <tr> <td>Level 2.5</td> <td>Level 2.5</td> </tr> <tr> <td>Level 2.4</td> <td>Level 2.4</td> </tr> <tr> <td>Level 2.3</td> <td>Level 2.3</td> </tr> <tr> <td>Level 2.2</td> <td>Level 2.2</td> </tr> <tr> <td>Level 2.1</td> <td>Level 2.1</td> </tr> <tr> <td>Level 1.2</td> <td>Level 1.2</td> </tr> <tr> <td>Level 1.1</td> <td>Level 1.1</td> </tr> </tbody> </table> <p>The translation and salary increases will be backdated to the first full pay period on or after 1 October 2020 and will be payable within 14 days of approval.</p>	EEEE 2016	EEEE 2020	Level 3.5	Level 3.6	Level 3.4	Level 3.5	N/A	Level 3.4	Level 3.3	Level 3.3	Level 3.2	Level 3.2	Level 3.1	Level 3.2	Level 2.5	Level 2.5	Level 2.4	Level 2.4	Level 2.3	Level 2.3	Level 2.2	Level 2.2	Level 2.1	Level 2.1	Level 1.2	Level 1.2	Level 1.1	Level 1.1
EEEE 2016	EEEE 2020																													
Level 3.5	Level 3.6																													
Level 3.4	Level 3.5																													
N/A	Level 3.4																													
Level 3.3	Level 3.3																													
Level 3.2	Level 3.2																													
Level 3.1	Level 3.2																													
Level 2.5	Level 2.5																													
Level 2.4	Level 2.4																													
Level 2.3	Level 2.3																													
Level 2.2	Level 2.2																													
Level 2.1	Level 2.1																													
Level 1.2	Level 1.2																													
Level 1.1	Level 1.1																													
54.9	Salary increment progression	<p>Teacher salary increment progression remains effective from the first full pay period on the completion of 12 months service since the last incremental date and two years' service for Pre-School Field Officers.</p> <p>Three-year qualified teachers employed after 17 February 2016 continue to be able to progress to level 2.5.</p> <p>Teachers translated from level 3.1 to level 3.2 cannot progress to level 3.3 until they have been on level 3.2 for 12 months.</p> <p>Periods of less than four weeks in one service as a temporary employee will qualify as service for the purposes of incremental progression.</p>																												
54.11 to 54.17	Progression to level 3.1	<p>On commencement of the proposed EEEA 2020, the Validation process under the EEEA 2016 will be removed.</p> <p>From 1 February 2022, teachers on Level 2.5 will be eligible progress to level 3.1 in the teacher scale conditional on the teacher satisfying the eligibility requirements (clause 54.13) and capability assessment (clause 54.14).</p> <p>Teachers who wish to Validate under the arrangements set out in the EEEA 2016 must have submitted their 'Application for Validation' no later than 19 April 2021.</p>																												
55	Teacher in charge allowance	Clause unchanged and provides an allowance for teacher's in charge. The allowance is payable when a teacher is required to have overall responsibility for a service comprising two or more units. Allowance is 4% of teacher level																												

Clause reference	Issue	Nature of change
		1.1.
56	Saturday rates of pay	Clause unchanged and work ordinarily performed on a Saturday will be paid at time and a half with a minimum engagement of 3.25 hours and double time thereafter. This is for work normally rostered on a Saturday (i.e. Saturday preschool).
57.1-57.4 and 57.6	Teacher work (Teaching and non-teaching duties)	Clause unchanged and outlines that time is divided into two components: teaching and non-teaching time. The clause articulates the varied and complex work of teachers, the factors that contribute to the teaching process, the type of duties that can be undertaken, and the considerations to be taken into account when allocating duties.
57.5(a)	Teaching limits and non-teaching time	Clause unchanged and a teacher's maximum face-to-face teaching hours remains 25.5 hrs/week, and a minimum of 12.5 hrs/week for non-teaching duties. This provides a ratio of 30 minutes of non-teaching for each hour of teaching.  Temporary teachers receive the same amount of teaching / non-teaching time.
57.5(c)	Casual teacher teaching limits and non-teaching time	Clause unchanged and provides casual teachers teaching load: <ul style="list-style-type: none"> <li>• In the first five days, a maximum of 80% of their contracted hours as teaching time, and a minimum of 20% of their hours for non-teaching time.</li> <li>• After five days a maximum of 25.5 hours teaching in a 38 hour week (pro-rata for part-time casual engagements).</li> </ul>
57.5(d)	Workload index	Clause unchanged and provides a workload index to determine reasonable workload. A workload index greater than 765 (pro-rata for part-time employees) will be deemed an excessive or unreasonable workload.
58	Examination and graduation leave	Entitlement unchanged and provides paid leave to attend examinations and for the conferring of degrees and diplomas.
59	Pre-School Field Officers time in lieu	Clause unchanged and provides additional annual leave for an equivalent period for the additional time worked.
60	Payment for pre-service training	Clause unchanged and the payment from any institution must be forwarded in full to the teacher without unnecessary delay.
61	Graduate teacher mentoring	New clause requires employers to provide appropriate support to graduate teachers, induct the graduates to the service and facilitate access to a teacher mentor.  Mentors will be allocated an appropriate amount of time for mentoring activities. The work of the graduate teacher will recognise the need for appropriate time to undertake duties within their contracted hours.
<b>Part E – Terms and Conditions for educators (Certificate III, Diploma qualified and Activity Group Leaders)</b>		
62	Duties	Clause unchanged and outlines the duties of educators covered by the Agreement.
63	Salaries	Updated annual, weekly hourly and casual rates are provided for in schedule 2



Clause reference	Issue	Nature of change
		<p>(extract below).</p> <p>Wage increases effective from the first full pay period on or after 1 October 2020 will be paid with 14 days of the approval by the FWC.</p> <p>A significant increase in pay from 1 October 2020, thereafter a 2% increase in October each year and further 1% in April commencing from 2022. The final increase payable is 1 April 2024.</p> <p>Where a Certificate III Educator is receiving higher salaries (than those in schedule 2), they will receive a 1% increase on 1 October and 1 April.</p> <p>New levels 1.6 and 2.2 and 2.3 provide new incremental progression points and increased salaries for educators.</p>
63.6	Commencement salary	Clause clarifies that Activity Group Leaders will commence at level 3.1. Other entitlements remain the same. Educators working towards a Certificate III qualification will commence at level 1.1. Educators who are required to hold a diploma qualification will commence at level 2.1 or 2% above their current salary, whichever is the greater.
63.7	Alignment with Award	New clause to confirm where the agreement levels align with the Award.
63.8	Incremental progression	<p>Clause updated to insert the regulatory meaning of actively working towards a qualification.</p> <p>Diploma qualified educators can progress to new Level 2.2 from 1 July 2021, provided they have been at Level 2.1 for at least 12 months. New level 2.2 and 2.3 introduced.</p> <p>Educators at level 1.5 will be able to progress to the new level 1.6 from 1 July 2021 (where they have been at the level for 12 months).</p> <p>Change to progression for educators employed after the commencement of the Agreement. Educators who do not hold a certificate III qualification can only progress to level 1.2 (reduced from 1.3). Employees currently employed without a certificate III are not affected and continue to be able to progress to 1.3.</p>
64	Hours of work	Clause unchanged and ordinary hours of work are from Monday to Friday between 7am – 6pm. Work could be rostered outside these hours and would generate overtime rates.
65.1	Overtime rates	<p>Clause unchanged and provides overtime for all work authorised outside the ordinary spread of hours or in excess of 38 hours per week. This clause specifies rates for work performed:</p> <ul style="list-style-type: none"> <li>• Weekdays and Saturday work is paid at time and a half for the first two hours and double time thereafter.</li> <li>• Sunday and public holiday is paid at double time.</li> </ul>
65.2	Time off in Lieu	Clause unchanged and provides time off in lieu agreement between an employer and employee, instead of overtime payment for all authorised work. Time in lieu is accrued on the basis of hour for hour and taken by agreement between the employee and employer.
66	Contact and non-	Clause updated to clarify Activity Group Leaders are allocated a minimum of

Clause reference	Issue	Nature of change
	contact time	20 minutes for each hour of contact time.  Entitlement unchanged for Certificate III and Diploma Educators, providing a maximum contact time of 30 hours / week and minimum non-contact of 8 hours / week, also with a weekly minimum allocation of one hour for each session. This delivers a ratio of 16 minutes / contact hour.
67	Higher duties	Clause updated to clarify payments to educators when they perform the duties of an Activity Group leader or Teacher and outlines when higher duties may be performed.
68.1	First aid allowance	Clause unchanged and where an educator holds a first aid qualification and is appointed to be responsible for first aid, they will be paid an allowance of \$1.10/day during term time.
68.2	Toilet Allowance	Clause unchanged and an employee required to regularly undertake toilet cleaning duties as part of their daily routine will be paid an allowance of \$1.54 / day during term time.
<b>Part E – Schedules</b>		
Schedule 3	Roles and responsibilities	Inserted duties of level 1.6 Educator, Activity Group Leader, Nominated Supervisor, Educational Leader and Pre-school Field Officer. Other duties remain unchanged.
Schedule 5	Teacher standards	Teacher standards have not been amended.

### Any Questions?

If you have any queries in relation to the proposed Agreement, you may speak to your employer.

Alternatively, if you are a member of the union, you may also contact the Australian Education Union for information and advice.

#### **Australian Education Union**

Membership Support Centre (MSC)

1800 238 842

[MSC@aeu.vic.asn.au](mailto:MSC@aeu.vic.asn.au)

### Further Information Links:

- Early Education Employees Agreement 2020 (EEEA 2020)
- Comparison of the EEEA 2020 and the Victorian Local Government (early Childhood Education Employees) Award 2016
- [Victorian Local Government \(Early Childhood Education Employees\) Award 2016](#) - Fair Work Commission
- [National Employment Standards](#) - Fair Work Commission
- [Fair Work Act 2009 \(Cth\)](#) (Australasian Legal Information Institute)
- Local Council enterprise Agreement – your workplace Intranet or contact human resources

**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
<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

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>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
<b>1.1</b>	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**

<b>Levels</b>		<b>1/10/2020</b>	<b>1/4/2021</b>	<b>1/10/2021</b>	<b>1/4/2022</b>	<b>1/10/2022</b>	<b>1/4/2023</b>	<b>1/10/2023</b>	<b>1/4/2024</b>
<b>2</b>	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
<b>1</b>	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
<b>3.3</b>	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
<b>3.2</b>	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
<b>3.1</b>	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
<b>3.3</b>	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
<b>3.2</b>	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
<b>3.1</b>	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
<b>2.3</b>	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
<b>2.2</b>	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
<b>2.1</b>	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
<b>2.3</b>	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
<b>2.2</b>	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
<b>2.1</b>	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**

<b>Levels</b>		<b>1/10/2020</b>	<b>1/4/2021</b>	<b>1/10/2021</b>	<b>1/4/2022</b>	<b>1/10/2022</b>	<b>1/4/2023</b>	<b>1/10/2023</b>	<b>1/4/2024</b>
<b>1.6</b>	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
<b>1.5</b>	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
<b>1.4</b>	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
<b>1.3</b>	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
<b>1.2</b>	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
<b>1.1</b>	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**

<b>Levels</b>		<b>1/10/2020</b>	<b>1/4/2021</b>	<b>1/10/2021</b>	<b>1/4/2022</b>	<b>1/10/2022</b>	<b>1/4/2023</b>	<b>1/10/2023</b>	<b>1/4/2024</b>
<b>1.6</b>	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
<b>1.5</b>	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
<b>1.4</b>	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
<b>1.3</b>	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
<b>1.2</b>	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
<b>1.1</b>	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