



By your side

# 2023 LG EARLY CHILDHOOD EDUCATION AND CARE AWARD

## DRAFT LOG OF CLAIMS

May 2023

Issue	Clause
Educational Leader recognition	<ul style="list-style-type: none"> <li>• Where there is a legislative requirement for, and the employer requires, a full-time or part-time Employee (other than a Centre Director) to act as the Educational Leader, they will be paid the following for those periods in which they are the appointed Educational Leader:               <ul style="list-style-type: none"> <li>i) Educators other than Teachers: \$[TBC] per hour;</li> <li>ii) Teachers will be entitled to advance one step beyond their ordinary step. A Teacher who is at the top step of the classification structure and who is appointed the Educational Leader will receive in addition to their ordinary rate of pay \$[TBC] per hour. Where an Employee is no longer appointed as the Educational Leader, they will return to their classified step.</li> </ul> </li> </ul>
Non-contact time/programming time	<ul style="list-style-type: none"> <li>• Employees who have the primary responsibility for the preparation, implementation and/or evaluation of a developmental program for an individual child or group will be entitled to non-contact time during which the Employee is not required to supervise children or perform other duties directed by the Employer, for the purpose of planning, preparing, evaluating and programming activities. The time allocated to the Employee shall be:               <ul style="list-style-type: none"> <li>a) a minimum of two hours per week, plus</li> <li>b) an additional 30 minutes per week for every room with 10 or more children attending in the week; and</li> <li>c) an additional 30 minutes per week for every additional five children attending the room in that week after the first 11 children.</li> </ul> </li> <li>• An employee appointed as the Educational Leader will be entitled to additional non-contact time during which the Employee will not be required to supervise children or perform other duties as directed by the Employer. The additional non-contact time allocated to an Educational Leader shall be determined based on the size of the Centre:               <ul style="list-style-type: none"> <li>i) Centres with less than 40 children attending – 3 hours</li> <li>ii) Centres with 40-69 children attending – 4 hours</li> <li>iii) Centres with 70-84 children attending – 5 hours</li> <li>iv) Centres with 85-99 children attending – 6 hours</li> <li>v) Centres with 100-114 children attending – 7 hours</li> <li>vi) Centres with 115 or more children attending – 8 hours</li> </ul> </li> <li>• Non-contact time will be rostered in advance in blocks of not less than one hour. Where non-contact time is cancelled or interrupted, it should be re-rostered as soon as possible. Non-contact time that is not used will accumulate to the end of the calendar year. Non-contact time does not include time for setting up and packing up within the centre.</li> </ul>

Paid/unpaid work	EXISTING LGA OVERTIME
Breaks	<ul style="list-style-type: none"> <li>• An unpaid meal break of at least 30 minutes and a maximum of one hour is to be taken during ordinary hours, subject to the operational requirements of the Centre, but in any event no later than 5 hours after the Employee commences work.</li> <li>• Where the Employer requires an Employee to remain on the premises during the meal break, the meal break shall be paid at ordinary time.</li> <li>• An Employee working four hours or more on any engagement will be entitled to a paid rest period of 10 minutes. Provided that an Employee working for seven hours or more will be entitled to two such paid rest periods of 10 minutes each unless the Employee agrees to forego one of these rest periods. Rest periods will be taken at a time that does not interfere with the continuity of work.</li> <li>• Rest breaks shall be counted as time worked, provided that Employees responsible for supervising children remain on Centre premises during the rest break. Where the Employee agrees, rest breaks may be combined so that the Employee has one rest break of 20 minutes duration each day.</li> </ul>
Opening/closing centres	<ul style="list-style-type: none"> <li>a) Employees required to open or close a Centre will be rostered 15 minutes prior to or following the opening or closing of a Centre.</li> <li>b) Time worked by Employees required to remain on premises when the child's parent or guardian is late to collect them will be treated as overtime.</li> </ul>
Additional sick leave	As per LG Award + additional leave days
Training costs (in addition to LG Award)	<p>a) this clause applies where there is a legislative or Employer requirement for an Employee to have the following license, clearance or certificate:</p> <ul style="list-style-type: none"> <li>i) First aid certificate;</li> <li>ii) Food safety training;</li> <li>iii) Epi-Pen;</li> <li>iv) CPR; and</li> <li>v) Other as nominated by the Employer</li> </ul> <p>b) Where the Employer has approved the Employee to undertake training to obtain that particular license, clearance or certificate referred to in (a), the course costs associated with this training will be met by the Employer, subject to the following:</p> <ul style="list-style-type: none"> <li>i) where the time spent undertaking the training occurs during normal work hours, the time will be paid by the Employer; and</li> <li>ii) The Employer must approve the training provider providing the training. <ul style="list-style-type: none"> <li>a) Where practicable the Employer will facilitate this training during ordinary work hours.</li> <li>b) Training outside of an ordinary hours will attract the relevant penalties.</li> </ul> </li> </ul>

Allowances	<p><b>Broken shift allowance</b> Where an employee is rostered to work two separate shifts in a day, they will be paid an allowance of \$[TBC] per day for each day on which a broken shift is worked, or such other amount as prescribed by the relevant Modern Award as varied from time to time.</p> <p><b>Early Childhood Teaching qualification allowance</b> A full-time or part-time Employee (other than an Employee classified as a Teacher, however not working in a Teaching capacity) who holds an approved Early Childhood Teaching qualification consistent with the Education and Care Services National Regulation, will be paid an all-purpose allowance of \$0.[TBC] per hour.</p> <p><b>Qualifications allowance</b> A Director or Assistant Director who holds a Graduate Certificate in Childcare Management or equivalent will be paid an all-purpose allowance, calculated at 5% of the weekly rate for an Assistant Director.</p> <p><b>Teacher Director's Allowance</b> a) This clause applies only to an Early Childhood Teacher who is appointed as a Director to be responsible for the overall management and administration of a Centre. b) A full-time Employee who is appointed as a Director shall be paid the following allowance calculated on the basis of the number of places in the Centre for which they are responsible where: i) Level 1 refers to a Centre with no more than 39 places; ii) Level 2 refers to a Centre with 40-59 places; and iii) Level 3 refers to a Centre with 60 or more places.</p> <table border="1" data-bbox="456 954 1008 1139"> <thead> <tr> <th>Level</th> <th>Hourly payment [increased with yearly rate]</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$[TBC]</td> </tr> <tr> <td>2</td> <td>\$[TBC]</td> </tr> <tr> <td>3</td> <td>\$[TBC]</td> </tr> </tbody> </table>	Level	Hourly payment [increased with yearly rate]	1	\$[TBC]	2	\$[TBC]	3	\$[TBC]
Level	Hourly payment [increased with yearly rate]								
1	\$[TBC]								
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3	\$[TBC]								
Bands and skills descriptors	Reflect the CS Award								

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