

POLICY – EARLY CHILDHOOD TEACHER POLICY

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1. National Quality Standards

Quality Area 4: Staffing arrangements		
Area	Concept	Descriptor
4.1.1	Organisation of educators	The organisation of educators across the service supports children’s learning and development.
4.2.2	Professional standards	Professional standards guide practice, interactions and relationships.
7.2	Leadership	Effective leadership builds and promotes a positive organisational culture and professional learning community.

2. Purpose

2.1 Baringa Early Learning Centre (Baringa) recognises qualifications and continuing professional development for staff. This investment enables the delivery of high-quality early childhood education.

3. Scope

- 3.1 This policy applies to staff recognised as ECTs, including those working towards or completed an early childhood teaching qualification as recognised by the Australian Children’s Education and Care Quality Authority (ACECQA). [Source](#).
- 3.2 As an early childhood education and care service with over 80 children per day, Baringa requires two Early Childhood Teachers (ECTs) as per ACECQA requirements. [Source](#).

4. Implementation

Early Childhood Teacher

- 4.1 Permanent staff will be recognised as an Early Childhood Teacher (ECT) if they:
- (a) hold an approved early childhood teaching qualification, OR
 - (b) hold a former approved early childhood teaching qualification that commenced before 1 January 2012, OR
 - (c) hold a qualification that ACECQA has determined to be an equivalent early childhood teacher qualification, OR
 - (d) hold a qualification that ACECQA has assessed as equivalent to an approved early childhood teaching qualification.

4.2 Staff recognised as an ECT under s4.1 can choose to:

- (a) Be paid as a Level 1 under the *Educational Services (Teachers) Award*, noting the award is not included in the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023; **OR**
- (b) Paid as a Level 4 under the *Children's Services Award* if undertaking a Team Leader role, and be covered under the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023; **OR**
- (c) Paid at a Level 3.4 under the *Children's Services Award* if not undertaking a Team Leader role, and be covered under the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023.

Taken to be an Early Childhood Teacher

4.3 Permanent staff will be recognised as *Taken to be an Early Childhood Teacher* (ECT) in the ACT as per the extended regulation 242 of the National Regulations until 21 December 2024. [Source](#).

4.4 Under regulation 242, staff will be 'taken to be an early childhood teacher' if they:

- (a) are enrolled in an approved early childhood teaching qualification, and
- (b) give Baringa as the approved provider documentary evidence from the course provider that they:
 - (i) have started the course, and
 - (ii) are making satisfactory progress towards completing the course, and
 - (iii) are meeting the requirements for maintaining the enrolment, and
 - (iv) hold an approved diploma level educator qualification, or have completed at least 50 per cent of the course.

4.5 Staff recognised as an ECT under s4.3 will be:

- (a) Paid as a Level 4 under the *Children's Services Award* if undertaking a Team Leader role, and be covered under the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023; **OR**
- (b) Paid at a Level 3.4 under the *Children's Services Award* if not undertaking a Team Leader role, and be covered under the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023.

Casual Staff

4.6 Casual staff working towards or completed ACECQA approved early childhood teaching qualifications:

- (a) Will be paid the relevant level and casual loading rates under the *Educational Services (Teachers) Award* or *Children's Services Award*; **and**
- (b) Are not included in the *Baringa Child Care Centre Incorporated Enterprise Agreement 2021* which took effect from 27 April 2023.

Study Leave

4.7 ECTs may access study leave support as per the Study Leave Policy.

Teacher Registration

4.8 As of 1 June 2023:

- (a) Teacher registration is not a requirement for early childhood teachers (ECTs) under the National Quality Framework (NQF) [Source](#); and
- (b) It is not a requirement for ECTs in the Australian Capital Territory (ACT) employed in non-government early childhood education and care settings under the ACT Teacher Quality Institute (TQI) [Source](#).

5. **Related Documentation**

[Educational Services \(Teachers\) Award 2020](#)

[Children's Services Award 2010](#)

[Baringa Child Care Centre Incorporated Enterprise Agreement 2021](#)

6. **Feedback**

Feedback about this policy may be provided by emailing admin@baringa.org.au.

7. **Approval and Review Details**

Approval and Review	Details
Approval Authority	Board
Administrator	Management
Next Review Date	31 July 2024
History	Details
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Amendments	