

# VICTORIAN EARLY CHILDHOOD TEACHER INCENTIVES

## PROGRAM GUIDELINES

The Victorian Government's nation-leading [Three-Year-Old Kindergarten](#) reform will create more than 6,000 new early childhood education jobs across Victoria, including over 4,000 teachers and 2,000 educators.

Financial incentives valued from \$9,000 to \$50,000 are available for qualified early childhood teachers taking up roles in services delivering Three-Year-Old Kindergarten.

This document provides information about the Early Childhood Incentives Program, including its eligibility requirements and application process.

### VICTORIAN EARLY CHILDHOOD TEACHER INCENTIVES

There are two types of incentives available:

- **Individual incentives** of \$9,000 are available for eligible qualified early childhood teachers working outside the Victorian early childhood sector to take up a position at any service delivering Three-Year-Old Kindergarten.
- **Location incentives** of between \$9,000 to \$50,000 are available for qualified early childhood teachers who secure new roles at selected services.

Successful applicants who meet the criteria for an individual incentive and secure a role at a service that has been pre-approved for a location incentive will be able to receive both types of payment.

Additionally, anyone receiving an incentive and who is moving more than 200 kilometres from their current place of residence to take up a role will also be eligible for relocation support.

### Eligibility

An overview of the types of incentives and supports available and who is eligible for them is below. Details of the incentive payment timings can be found at [Appendix 1](#).

### Individual Incentive

To access...	Applicants must be...	And meet <u>at least one</u> of these further conditions	
<b>Individual Incentive - \$9,000</b>	accepting a position at a service delivering or planning to deliver a funded Three-Year-Old Kindergarten program in 2022	have not been employed in the early childhood education sector for the past 12 months	not be currently residing or employed in Victoria

**Location Incentive**

To access...	Applicants must be...	And meet <u>at least one</u> of these further conditions	
<b>Tier 1 Location Incentive - \$9,000</b>	accepting a position at a service pre-approved for a Tier 1 Location Incentive	Not applicable	
<b>Tier 2 Location Incentive - \$21,000</b>	accepting a position at a service located in an local government area pre-approved for a Tier 2 Location Incentive (see <a href="#">Appendix 2</a> ) that is delivering or planning to deliver a funded Three-Year-Old Kindergarten program in 2022	The position is more than 60km from their current place of residence	Be moving from employment outside the early childhood education sector
<b>Tier 3 Location Incentive - \$50,000</b>	accepting a position at a service pre-approved for a Tier 3 Location Incentive		

**Relocation supplement**

To access...	Applicants must be...	And be relocating...
<b>Relocation supplement - \$2,000</b>	accepting a position at a service delivering or planning to deliver a funded Three-Year-Old Kindergarten program in 2022	between 200-500km from their current place of residence
<b>Relocation supplement - \$4,000</b>		more than 500km from their current place of residence
<b>Relocation supplement - \$6,000</b>		from New Zealand

All applicants must:

- apply for an incentive within 30 days of accepting a position
- be registered or provide evidence of eligibility to register as an early childhood teacher with the [Victorian Institute of Teaching \(VIT\)](#)
- provide confirmation from their employer that they are filling a vacancy at a service that is delivering or planning to deliver a funded Three-Year-Old Kindergarten program
- not have previously received an Early Childhood Teacher Incentive (ECTI) or Teacher Financial Incentive (TFI)
- be contracted for a minimum of 12 months in an early childhood teaching role at the service
- be eligible to work in Australia for the full duration of their employment contract.

### **Prioritisation and clarifications**

Incentives are not limited to Victorian residents – any applicant who is able to meet the eligibility criteria is encouraged to apply.

Teachers who have received a scholarship through the Early Childhood Scholarship program are eligible to apply for an incentive payment.

Incentives are limited and may be subject to circumstances of the service and applicant. In the event of oversubscription for incentives, priority will be given to teachers taking on positions with higher working hours and for longer periods of employment. Permanent positions will be prioritised over fixed-term roles. Subject to demand, incentives for part-time positions may be applied on a pro-rata basis.

The Department reserves the right to consider exceptional circumstances on a case-by-case basis, including applications that may not meet all eligibility requirements.

### **Further information and application process**

For information about the Victorian Early Childhood Teacher Incentives Program and to apply, please visit [www.education.vic.gov.au/ecscholarships](http://www.education.vic.gov.au/ecscholarships). For further information, applicants can also email [EC.Financial.Support@education.vic.gov.au](mailto:EC.Financial.Support@education.vic.gov.au) or call 1300 161 396.

Applications will be assessed within 10 business days of submission. Further evidence or information may be requested to support an application, which may extend the assessment timeframe.

## **FURTHER CONSIDERATIONS FOR THE EARLY CHILDHOOD INCENTIVES PROGRAM**

### **Tax implications**

The receipt of funding may have taxation implications and implications in respect of other Government benefit schemes. This includes, but is not limited to, those administered through Centrelink. Applicants are advised to seek their own independent taxation advice and liaise with relevant organisations to find out about these implications before applying for the Early Childhood Incentives Program.

### **Compassionate grounds**

Where unforeseen exceptional circumstances have prevented the recipient from completing their employment, the Department may have regard to such exceptional circumstances in determining whether to waive some or all of the recipient's repayment obligation. Compassionate or compelling circumstances will be assessed by the Department on a case-by-case basis and evidentiary documentation may be required to support a recipient's request for a waiver of the recipient's repayment obligation.

## **UPDATE OF GUIDELINES**

These guidelines, including program eligibility criteria, will be reviewed and may change in future years.

## APPENDIX 1: INCENTIVE MILESTONE PAYMENTS

The tables below detail funding amounts paid after evidence of employment milestones have been received and verified by the program administrator. As part of the agreement entered into with the Department, incentive recipients are required to provide evidence of employment, such as payslips or a statement from the employer, on a regular basis between milestones.

### Victorian Early Childhood Teacher Incentives

Category	Description	Total value	Employment milestone (contract signing)	Six-month milestone	Retention milestone (end of first, second, third years)
<b>Individual Incentives</b>					
<b>Working outside of the Victorian early childhood education sector or Moving to Victoria from another state or New Zealand</b>	\$4,000 on contract signing and \$2,000 after six months, retention milestones of \$1,000 per year for three years	\$9,000	\$4,000	\$2,000	\$1,000
<b>Location Incentives</b>					
<b>Tier 1</b>	\$4,000 on contract signing and \$2,000 after six months, retention milestones of \$1,000 per year for three years	\$9,000	\$4,000	\$2,000	\$1,000
<b>Tier 2</b>	\$6,000 on contract signing, \$3,000 after six months, retention milestones of \$4,000 per year for three years	\$21,000	\$6,000	\$3,000	\$4,000
<b>Tier 3</b>	\$10,000 on contract signing,	\$50,000	\$10,000	\$10,000	\$10,000

	\$10,000 after 6 months, and retention milestones of \$10,000 per year for three years				
<b>Relocation Supplement</b>	Relocation payment when moving 200-500km from current place of residence, once-off on contract signing	\$2,000	\$2,000	N/A	N/A
	Relocation payment when moving >500km from current place of residence, once-off on contract signing	\$4,000	\$4,000	N/A	N/A
	Relocation payment when moving from New Zealand, once-off on contract signing	\$6,000	\$6,000	N/A	N/A

*\*In exceptional circumstances, the Department may decide a service may be eligible on a case-by-case basis to have their incentive increased in order to meet extenuating recruitment challenges (for example, multiple unsuccessful extended recruitment processes).*

**APPENDIX 2: LOCATION INCENTIVES AVAILABLE**

Services delivering Three-Year-Old-Kindergarten within the following local government areas can offer a Tier 2 **\$21,000 Location Incentive** for eligible qualified early childhood teachers filling vacant positions.

Alpine Shire	Greater Shepparton City	Northern Grampians Shire
Ararat Rural City	Hindmarsh Shire	Pyrenees Shire
Bass Coast Shire	Horsham Rural City	South Gippsland Shire
Baw Baw Shire	Indigo Shire	Southern Grampians Shire
Benalla Rural City	Latrobe City	Strathbogie Shire
Buloke Shire	Loddon Shire	Swan Hill Rural City
Campaspe Shire	Mansfield Shire	Towong Shire
Central Goldfields Shire	Mildura Rural City	Wangaratta Rural City
Colac-Otway Shire	Moira Shire	Warrnambool City
Corangamite Shire	Moorabool Shire	Wellington Shire
East Gippsland Shire	Mount Alexander Shire	West Wimmera Shire
Gannawarra Shire	Moyne Shire	Yarriambiack Shire
Glenelg Shire	Murrindindi Shire	

Services that are pre-approved for a Tier 1 (\$9,000) or Tier 3 (\$50,000) Location Incentive will be directly advised of this by letter. Please email [EC.Financial.Support@education.vic.gov.au](mailto:EC.Financial.Support@education.vic.gov.au) or call 1300 161 396 if you have any questions about a service’s pre-approval for these incentives.