

VICTORIAN CHILD CARE WORKERS' DETERMINATION

Australia's first determination for Child Care Workers was handed down by the Victorian State Child Care Workers' Board in September, 1974. The Award was retrospective to August 22nd. It has been amended a number of times since then — on one of these occasions a significant increase in salary was awarded and a new classification for Child Care Supervisors was inserted. The Child Care workers are represented by the Residential Youth and Child Care Association (R.Y.C.C.A.) and the employers by the Association of Residential Child Care Organisations (A.R.C.C.O.)

The following are some of the more significant aspects of the Determination:

1. An "8 Hour-Care-Worker" is defined as an employee engaged on the basis of working a 40 hour week. Such staff would normally be rostered, espe-

cially in congregate care institutions. Their salary in December 1975 ranged from \$120.00 to \$125.80 per week. Assistant child care workers engaged under this classification would work under the direct supervision of another child care worker, and have a salary range from \$109.90 to \$115.10 per week. Penalty and overtime rates apply for 8-Hour-Care Workers.

2. A "24-Hour-Care Worker" is an employee whose child care responsibilities extend over 24 hours in each working day. This particularly refers to those staff generally known as "cottage parents" in whatever kind of institution they work. The salary range for these staff is from \$150.70 to \$157.20 per week. Assistant child care workers employed on a 24 hour basis receive from \$137.40 to \$143.90 per week. All salaries for 24-Hour-Care Workers apply only to a 5 day week. The other two days

must either be taken off, or each day not taken off paid at a rate of one-fifth the normal weekly salary.

3. Supervisors (in charge of two to six Child Care Workers) receive an extra loading of \$10 per week on their base salary.

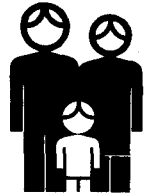
4. Additional payment of \$3 per week is paid to employees for each completed year of the two year Child Care Course offered by the Institute of Social Welfare.

5. Travel allowance is paid. A small sum is deducted from salary where board and lodging is provided. Four weeks' annual leave with a loading of 17½% is also paid. Sick leave beginning at 12 days per year and increasing to 21 days per year is available.

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