

2022-23 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.

The Victorian Early Childhood Teacher Incentives Program is available for qualified early childhood teachers taking up roles in services delivering funded Three-Year-Old Kindergarten.

This document provides information about the 2022-23 program.

VICTORIAN EARLY CHILDHOOD TEACHER INCENTIVES

There are two types of incentives available from **July 2022 to June 2023**:

- **Individual incentives of \$9,000** for eligible qualified early childhood teachers working outside the Victorian early childhood education sector to take up a teaching role at any service delivering, or planning to deliver, funded Three-Year-Old Kindergarten in 2023.
- **Location incentives of between \$9,000 to \$50,000** for eligible qualified early childhood teachers who take up a teaching role at selected services.

Eligible applicants who meet the criteria for both types of incentives will be able to receive both payments.

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

Eligibility

An overview of the types of incentives and supports available, and eligibility criteria, is provided below and at [Appendix 1](#).

General eligibility requirements

To apply for either incentive, applicants must:

- apply for the incentive within 60 days of accepting a role
- be registered, or provide evidence of eligibility to register, as an early childhood teacher with the [Victorian Institute of Teaching](#)
- 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
 - about which age group they will teach (i.e., Three-Year-Old, Four-Year-Old or mixed age)

- not have previously received an Early Childhood Teacher Incentive, Targeted Educator Incentive or Teacher Financial Incentive
- be contracted for a minimum of 12 months in a teaching role at the service
- be eligible, or provide evidence of a visa application in progress to be eligible, to work in Australia for the full duration of their employment contract.

Applicants must provide evidence of a visa application outcome within seven days of receiving the outcome to retain their incentive and avoid having to make repayments.

Individual Incentive – specific eligibility requirements

To access	Applicants must be	And meet at least one of these conditions		
Individual Incentive - \$9,000	accepting a role at a service delivering or planning to deliver a funded Three-Year-Old Kindergarten program in 2023	must not have been employed as a teacher in the early childhood education sector for the past 12 months; <i>(There are exceptions to this rule, such as some cohorts of graduates. Refer Appendix 1 for more details)</i>	OR	must not currently be residing or employed in Victoria.

Location Incentive - specific eligibility requirements

To access	Applicants must be	And meet at least one of these conditions		
Tier 1 Location Incentive - \$9,000	accepting a role at a service pre-approved for a Tier 1 Location Incentive	N/A		
Tier 2 Location Incentive - \$21,000	accepting a role at a service pre-approved for a Tier 2 Location Incentive	must not currently be employed as a teacher in the Victorian early childhood education sector	OR	must be a graduate early childhood teacher
Tier 3 Location Incentive - \$50,000	accepting a role at a service pre-approved for a Tier 3 Location Incentive and accepting a role that is for a minimum of 20 hours of employment per week			
			OR	only if the applicant is accepting a role at a regional or rural service and does not meet the other two conditions: the role must be more than 60km from their current place of residence

Relocation Supplement - specific eligibility requirements

Applicants who provide evidence to show they are relocating with a dependant(s) will be eligible for a larger relocation supplement.

For the purpose of this program, a dependant is considered to be a child under the age of 18 or an adult who the applicant has the legal power to make decisions on behalf of.

To access a relocation supplement of	Applicants must be eligible for an incentive and moving
\$2,000	between 200-500km from their current place of residence
\$4,000	more than 500km from their current place of residence
\$6,000	from New Zealand
\$3,000	between 200-500km from their current place of residence with a dependant(s)
\$6,000	more than 500km from their current place of residence with a dependant(s)
\$8,000	from New Zealand with a dependant(s)

Payment schedule/timings

Incentives are paid in milestone payments. Incentive recipients will be required to submit evidence to show they are still employed in the same role at the same service to receive a payment.

Information about required evidence (including evidence to receive a relocation supplement) will be provided during the application process.

Failure to provide this evidence may result in the obligation to repay some or all milestone payments. Details of incentive milestone payments can be found at [Appendix 2](#).

Prioritisation and clarifications

Incentives are limited, and applications will be prioritised based on the circumstances of the service and applicant.

In the event of oversubscription for incentives, priority will be given to:

- teachers taking on roles with higher working hours and for longer periods of employment
- permanent roles over fixed-term roles
- teachers joining services that do not employ existing incentive recipients.

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

Early childhood teacher roles at Victorian early childhood services are listed on the [Early Childhood Jobs](#) website. If eligible, you could get an Individual Incentive for a teacher role at any service delivering funded Three-Year-Old Kindergarten.

You can also filter jobs on the [Early Childhood Jobs](#) website to find roles with Location Incentives.

This incentives program is administered on behalf of the Department of Education (the Department) by Busy At Work. Applications for incentives can be made [online](#).

Busy At Work will assess applications within 10 business days of submission. Further evidence or information may be requested to support an application, which may extend the assessment timeframe.

For more information about the Victorian Early Childhood Teacher Incentives Program please visit www.education.vic.gov.au/ecscholarships, email EC.Financial.Support@education.vic.gov.au or call 1300 161 396.

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 (such as 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 an Early Childhood Incentive.

Compassionate grounds

Where exceptional circumstances prevent the recipient from completing their employment, the Department may waive some or all of their repayment obligations.

Compassionate or compelling circumstances will be assessed by the Department on a case-by-case basis and evidentiary documentation may be required to waive the repayment obligation.

Update of Guidelines

These guidelines, including program eligibility criteria, will be reviewed and may change in future years. Updated guidelines will be published on the [Department's website](#).

APPENDIX 1: ELIGIBILITY CHECKER

Eligibility requirements		Options and instructions
Section A - Requirements that must be met to apply for any incentive under this program		
1	Did you accept your new teaching role within the last 60 days?	<input type="checkbox"/> Yes (<i>proceed to next question</i>) <input type="checkbox"/> No (<i>see note at end of Appendix 1</i>)
2	Is the contract for your new teaching role for a minimum of 12 months?	<input type="checkbox"/> Yes (<i>proceed to next question</i>) <input type="checkbox"/> No (<i>see note at end of Appendix 1</i>)
3	Can your new employer confirm that your new service is delivering, or planning to deliver, a funded Three-Year-Old Kindergarten program in 2023?	<input type="checkbox"/> Yes (<i>proceed to next question</i>) <input type="checkbox"/> No (<i>see note at end of Appendix 1</i>)
4	Can your new employer confirm which age group/s you will be teaching (i.e. Three-Year-Old, Four-Year-Old and/or mixed-age groups)?	<input type="checkbox"/> Yes (<i>proceed to next question</i>) <input type="checkbox"/> No (<i>see note at end of Appendix 1</i>)
5	Are you registered, or eligible to register, as an early childhood teacher with the Victorian Institute of Teaching ? <i>Check your eligibility to register on the Victorian Institute of Teaching website.</i>	<input type="checkbox"/> Yes (<i>proceed to next question</i>) <input type="checkbox"/> No (<i>see note at end of Appendix 1</i>)

6	<p>If you are not an Australian citizen/permanent resident, are you eligible to work in Australia for the duration of your employment contract?</p> <p><i>This includes if you have evidence of a visa application in progress to be eligible to work for the duration of your teaching contract (e.g. you provide copies of emails, payment receipts and documents to show you are transitioning from a student visa to a work visa). You must provide evidence of a visa application outcome within seven days of receiving the outcome.</i></p>	<p><input type="checkbox"/> Yes (proceed to next question)</p> <p><input type="checkbox"/> No (see note at end of Appendix 1)</p>
7	<p>Have you previously been awarded an incentive under the Early Childhood Teacher Incentives Program, Targeted Educator Incentive Program, or school's Teacher Financial Incentive program?</p>	<p><input type="checkbox"/> Yes (see note at end of Appendix 1)</p> <p><input type="checkbox"/> No (proceed to Sections B and C)</p>
Section B - Requirements that must be met to apply for a Location Incentive		
8	<p>Is your new service pre-approved to offer a Tier 1 (\$9,000) Location Incentive?</p> <p><i>Your employer will be able to tell you this. You can also share your employer's service name and ID with Busy At Work to check.</i></p>	<p><input type="checkbox"/> Yes (you may be eligible for a Tier 1 Location Incentive)</p> <p><input type="checkbox"/> No (proceed to next question)</p>
9	<p>Is your new service pre-approved to offer a Tier 2 (\$21,000) or 3 (\$50,000) Location Incentive?</p> <p><i>Your employer will be able to tell you this. You can also share your employer's service name and ID with Busy At Work to check.</i></p>	<p><input type="checkbox"/> Yes (proceed to next question)</p> <p><input type="checkbox"/> No (proceed to Section C)</p>
10	<p>Are you a graduate early childhood teacher?</p>	<p><input type="checkbox"/> Yes (you may be eligible for a Tier 2 Location Incentive)</p> <p><input type="checkbox"/> No (proceed to next question)</p>
11	<p>Are you currently working as a teacher in the Victorian Early Childhood sector?</p>	<p><input type="checkbox"/> Yes (proceed to next question)</p>

		<input type="checkbox"/> No (you may be eligible for a Tier 2 Location Incentive)
12	<p>If your new service is in a rural or regional Local Government Area (LGA), is it more than 60km away from where you currently live?</p> <p>Use the Victoria's Regions and Regional Cities site to check whether your service is in a rural or regional LGA.</p>	<input type="checkbox"/> Yes (you may be eligible for a Tier 2 Location Incentive) <input type="checkbox"/> No (proceed to Section C)
13	<p>If your service is pre-approved to offer a Tier 3 Location Incentive and you meet one of the requirements to apply for a Tier 2 Location Incentive (see questions 10, 11 or 12), is your new contract for at least 20 hours of employment per week?</p>	<input type="checkbox"/> Yes (you may be eligible for a Tier 3 Location Incentive) <input type="checkbox"/> No (proceed to Section C)

Section C - Requirements that must be met to apply for an Individual Incentive (complete even if you are eligible for a Location Incentive)

14	<p>Are you currently living or employed outside of Victoria?</p>	<input type="checkbox"/> Yes (you may be eligible for an Individual Incentive) <input type="checkbox"/> No (proceed to next question)
15	<p>Are you a graduate early childhood teacher who completed their qualification in or before 2021 and are not currently working in the Victorian early childhood sector?</p>	<input type="checkbox"/> Yes (you may be eligible for an Individual Incentive) <input type="checkbox"/> No (proceed to next question)
16	<p>Have you been employed as a teacher in the Victorian early childhood sector for the past 12 months?</p> <p><i>You cannot apply for an Individual Incentive to become a teacher at the same service where you are working as an educator.</i></p>	<input type="checkbox"/> Yes (proceed to next question) <input type="checkbox"/> No (you may be eligible for an Individual Incentive)
17	<p>If you were employed as a teacher in the Victorian early childhood sector for the past 12 months, were you:</p> <ul style="list-style-type: none"> - working in Outside School Hours Care - working in Family Day Care 	<input type="checkbox"/> Yes (you may be eligible for an Individual Incentive)

- working in a tutoring agency service
- working as a primary school teacher
- working as a casual relief teacher
- a graduate early childhood teacher who completed a qualification that allows them to be a dual-registered early childhood and primary teacher?

☐ No (see note at end of Appendix 1)

NOTE: If you were prompted to see the end of Appendix 1, you may not be eligible for an incentive.

Please note that this Eligibility Checker is a guide only. BUSY At Work confirms your eligibility after you [apply](#).

Contact BUSY At Work (EC.Financial.Support@education.vic.gov.au or 1300 161 396) for further information, including to confirm your eligibility.

APPENDIX 2: INCENTIVE MILESTONE PAYMENTS

The table below details funding amounts that will be paid after the incentive recipient submits evidence that they are still employed in the same role at the same service for each milestone. This evidence is received and verified by Busy At Work.

Incentive recipients are required to provide evidence of employment, such as payslips and a letter from the employer, on a regular basis between milestones.

Victorian Early Childhood Teacher Incentives

Category	Total value	Employment milestone (contract signing)	Six-month milestone	Retention milestone (end of first, second, third years)
Individual Incentive				
Working outside the Victorian early childhood sector or Moving to Victoria from another state or New Zealand	\$9,000	\$4,000	\$2,000	\$1,000
Location Incentive				
Tier 1 Location Incentive	\$9,000	\$4,000	\$2,000	\$1,000
Tier 2 Location Incentive	\$21,000	\$6,000	\$3,000	\$4,000
Tier 3 Location Incentive	\$50,000	\$10,000	\$10,000	\$10,000
Relocation Supplement				
Relocating 200-500km	\$2,000	\$2,000	N/A	N/A
Relocating >500km	\$4,000	\$4,000	N/A	N/A
Relocating from New Zealand	\$6,000	\$6,000	N/A	N/A
Relocating 200-500km with dependents	\$3,000	\$3,000	N/A	N/A
Relocating >500km with dependants	\$6,000	\$6,000	N/A	N/A
Relocating from New Zealand with dependants	\$8,000	\$8,000	N/A	N/A

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