

Emergency Teachers



An emergency teacher is a casual employee appointed on an ad hoc basis for up to, and including, 15 continuous working days. A person appointed as an emergency teacher must be a registered teacher with the Victorian Institute of Teaching (VIT).

Appointment

A person appointed to a school as an emergency teacher shall be employed for the week (five days), regardless of how many days are worked by the emergency teacher. For example, if an emergency teacher is engaged for two days, they will be considered to be employed for one week or five days.

Extension of Appointment

After 15 consecutive school days of employment in one school, the emergency teacher shall be classified and paid as a relieving teacher.

Rate of Pay

An emergency teacher shall be paid for the first three hours of work (rounded up to the next hour) regardless of their length of employment on that day. For each hour worked, an emergency teacher shall be paid the hourly rate (rounded up to the next hour) until they reach the maximum daily rate of six hours.

An emergency teacher shall be paid the hourly rate based on their attendance at the workplace, not on scheduled class time.

An emergency teacher will be entitled to be paid superannuation, in an approved fund, for all hours worked.

Breaks

An emergency teacher will be entitled to an unpaid lunch break of not less than 30 minutes free from duties. Payment must be made for school recess periods.

Emergency teacher general provisions

An emergency teacher shall not be entitled to any of the following benefits:

- Accident make up pay
- Annual leave and school holiday pay and leave loading
- Long service leave
- Examination leave
- Degree and diploma leave
- Infectious disease leave



- Sabbatical leave
- Jury service
- Parental leave
- Termination of employment
- Teacher classification structure and incremental progression
- Redundancy

A person appointed as an emergency teacher will not appear on the Online Staffing Records.

References

- *Victorian Catholic Education Multi Enterprise Agreement 2013* (clause 57)
- Memorandum of Understanding (clause 3.4)