

Types of employment



Employment contracts within Catholic education include ongoing, fixed term, casual relieving, emergency teaching or casual.

General provisions

Employment within Catholic education shall be of an ongoing nature, except for the provisions under the Agreement, including:

- Employment for a specified period of time
- Casual relieving employees
- Emergency teachers
- Casual education support or school services officers.

Employment for a specified period of time (fixed term employment)

Employment for a specified period of time (fixed term employment) must be of a period greater than 11 weeks. Usually, fixed term employment will be of 12 months duration.

Casual relieving employees – general conditions

A casual relieving employee shall be paid a loading of 20 per cent on their salary in lieu of the following entitlements:

- Accident make up pay
- Annual leave and school holiday pay and leave loading
- Personal leave
- Termination (clause 13 shall apply)
- Redundancy
- Long service leave
- Examination leave
- Degree and diploma leave
- Infectious disease leave
- Sabbatical leave
- Jury service



Casual relieving teachers

A casual relieving teacher may work the same hours as a full time teacher (or part thereof) for a period greater than three consecutive weeks in any one school year but less than 11 consecutive working weeks.

A casual relieving teacher must have current registration with the *Victorian Institute of Teaching*.

Casual relieving education support and school services officers

A casual relieving education support employee or school services officer may work the same hours (or part thereof) as a full time education support employee or school services officer for a period greater than seven consecutive weeks in any one school year but less than 11 consecutive working weeks.

A casual relieving education support employee or school services officer must have a current Working With Children Check and, if applicable, a National Police Record Check.

Emergency teacher (casual)

An emergency teacher is appointed on an ad hoc basis for up to and including 15 consecutive school days.

Casual employees – general conditions

A casual employee (not an emergency teacher) shall not be provided with the following entitlements:

- 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
- Redundancy
- Overtime



Casual education support and school services officers

A casual education support employee or school services officer shall be employed for 35 or less consecutive days per school year.

A person appointed to a school as a casual education support employee or schools services officer shall be employed for the week (five days), regardless of how many days are worked by the casual employee. For example, if a casual employee is engaged every Monday for six Mondays, this will be considered as 30 days of employment, not 6 days of employment

A casual education support employee or school services officer must have a current Working With Children Check and, if applicable, a National Police Record Check.

References

- *Victorian Catholic Education Multi Enterprise Agreement 2013* (clause 11, 57)