



DET Teachers Time in Lieu Guidelines Joint Communication to members and stakeholders 15/09/22

Dear members and outdoor sector stakeholders,

As many of you are already aware, the recently adopted Victorian Government Schools Agreement (VGSA) includes new provisions regarding the entitlement for teachers and school support staff to accrue time in lieu (TIL) for work performed outside normal hours of work. These provisions may have significant implications for the ongoing capacity of schools to conduct their usual camps and outdoor programs.

The three Outdoor sector peak bodies have been working collaboratively to consult with Government regarding appropriate implementation and support measures. Most recently Rod Thomson (ACA CEO), Graeme Janes (CVA CEO) and Andrew Knight (OV CEO) met with DET senior staff to gain further details regarding Guidelines for schools. The guidelines have recently been forwarded to school Principals and you are receiving this joint communique, supported by DET, so you are well informed. It is important you are suitably positioned to respond to your DET school clients seeking to vary their camping/outdoor programs due to TIL provisions.

The very positive news is that the DET position and guidelines strongly support school camps and outdoor programs as an integral part of student learning and that schools should not be cancelling or significantly varying their programs due to the TIL provisions. The guidelines provide several worked examples demonstrating the capacity for schools to acquit TIL without incurring a significant financial cost.

The DET has informed Principals that camps and outdoor education experiences should not be cancelled or significantly reduced in response to the new TIL framework and that further support and guidance from the DET is available as required. Schools have been advised to seek support from Regional staff before cancelling, deciding to not re-book or significantly varying any programs. The DET encourage and support camps and outdoor providers communicating this to schools seeking to cancel or vary programs.

The guidelines also include excellent directions around adequate advance planning and preparation. We have indicated strong sector support for this as our members sometimes experience less than suitable planning timelines when working with schools. There are various opportunities to reduce TIL through negotiations between the camp/outdoor providers and schools. Potentially minor variations in program design, arrival/departure time, shared supervision etc. may have a significant impact. We have informed the DET that our members (you) are very keen to be engaged in seeking suitable solutions to ensure students continue to experience meaningful, at times life changing, camp/outdoor experiences. Particularly in the current Covid 19 environment when the continuation of camps and outdoor programs is considered vital to support the mental health and wellbeing of students.

We are continuing to collaborate with DET around some aspects of the implementation in particular:

- Longer camps and Journey programs and the increased demand on teachers
- Staff/student supervision ratios and guidance pertaining to the use of campsite/provider staff in ratio
- Use of volunteers (parents and others) on school camps and the opportunity for joint peak body/DET training and support programs for volunteers



We have launched a survey portal for providers so we can collate data tracking cancellations, non re-bookings or significant program reductions. Of course we will share this de-identified data with contributors as it becomes available. We request that you complete a separate survey for each program variation/cancellation so we can track any emerging trends in real time.

https://www.surveymonkey.com/r/Preview/?sm=BEEdJj0HrDgJQxEVONExGOiViNZ5ogxAaeRWKLnuaDoB94_2B0HUO04Txt3wz_2F0Liu

We greatly appreciate the feedback that has been provided thus far and acknowledge that this situation has the potential to impact negatively on your operation. We will continue to work with Government on your behalf to seek the best possible outcomes for you, students and all concerned.

Many thanks on behalf of ACA, OV and CVA