



Australian Principals Federation – Position Statement Reforming Time in Lieu & Camp Compensation Arrangements

Presented to the Department of Education on 25 November 2025 as part of EBA negotiations.

1. Purpose

This position statement outlines the Australian Principals Federation's (APF) recommendations for a fair, consistent and administratively workable approach to Time in Lieu (TIL) and school camp compensation across Victorian government schools.

The APF proposal represents a fair and efficient improvement on current arrangements and is informed by the perspectives and feedback of the majority of our membership base.

2. Background and Rationale

Schools are facing increasing complexity in operational demands, supervision requirements, duty of care obligations, and extracurricular programming. Current TIL arrangements, while well-intended, have resulted in:

- Excessive administrative workload for leaders.
- Inconsistent application across schools and regions.
- Difficulty calculating and acquitting TIL hours.
- Escalating service delivery expectations without adequate staffing or resources.
- Increasing workload pressures on teachers, Education Support (ES) staff and principal class employees.

The APF is committed to ensuring that Victorian schools remain compliant with the Victorian Government Schools Agreement (VGSA) and Department policies, while also ensuring staff (including principal class) receive timely and fair recognition for work undertaken beyond ordinary hours.

3. Recommended Changes and Improvements

The APF proposes that the Department implement an annual TIL payment for all school-based staff in lieu of the current hour-by-hour accrual and acquittal system.

3.1 Annual Time in Lieu Payment (All Staff)

- One annual TIL payment for teachers, ES and principal class.

Payment quantum to be calculated based on:

- Expected average annual out-of-hours attendance (information nights, concerts, community events, reporting periods, etc.).
 - Historical workload data.
- Paid in Term 4 payroll.
 - Indexed annually in line with enterprise agreement increases.

3.2 Revised Camp Compensation Model

School camps remain essential to student wellbeing, engagement and curriculum delivery. However, the workload and responsibilities associated with overnight supervision are significant and have increased over time.

The APF recommends the introduction of a **standardised, system-funded camp payment**, replacing reliance on TIL allocation for camp attendance.

Proposed Baseline Payment Structure

Classification	Recommended Minimum Payment	Notes
Principal Class	\$250 per night	Indexed annually according to Principal Class salary percentage uplift.
Teacher Class	\$200 per night	Equivalent compensation for equivalent duty of care responsibilities.
Education Support (ES) Staff	\$150 per night	Indexed as per ES classification range percentage uplift

Indexation

All payments should be automatically indexed according to the annual wage increases applicable to each classification under the enterprise agreement.

Rationale

- Recognises the overnight safety, supervision, pastoral care and emergency responsibilities.
- Aligns payment to risk, supervision intensity, and professional responsibility as per classification.
- Removes pressure from schools to “find” TIL hours.
- Ensures equity regardless of school location, size, or camp structure.
- Reduces the administrative burden associated with calculating and approving TIL in a camp context.

4. Administrative Implementation

4.1 System- Level Funding

All payments must be **centrally funded** to avoid disadvantaging financially constrained schools, particularly rural, small, or complex settings.

4.2 Centralised Payroll Processing

The Department should process both the annual TIL payment and camp payments through central payroll, minimising local administrative workload.

5. Impact on Workload and Compliance

The proposed model will:

- Significantly reduce principal class administrative workload, consistent with recommendations from the Administrative Compliance Review.
- Ensure TIL compliance is maintained without reliance on disproportionate documentation, timetabling changes or replacement staffing arrangements.
- Improve staff wellbeing and satisfaction, strengthening recruitment and retention and enhanced school culture.
- Guarantee a fair, transparent and predictable compensation structure for all out-of-hours activities.

6. In summary the APF proposes that the Department of Education:

The Australian Principals Federation recommends that the Department:

1. Approve and fund a once-annual TIL payment for all school-based staff.
2. Implement a standardised, indexed payment model for school camps as outlined.
3. Remove the requirement for schools to calculate, record, or acquit TIL for camp attendance.
4. Develop clear guidance, communication tools, and centralised payroll processes to support statewide implementation in 2026.

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(On behalf of APF bargaining team)

