

9 November 2018

**Children's Services Award 2010  
REVIEW OF MODERN AWARDS**

Dear Sir/Madam,

We received notification just recently regarding the proposed changes to the Children's Services Award 2010 and I suspect many of the other OSHC providers would like time to consider the submissions in detail and present a response in support or otherwise to what has been presented- both from United Voice and the individual submissions (to which there is overlap).

Many of the requested changes need to factor in the OSHC sector which is considerably different to long day care. Below are our response to the proposed changes.

**United Voice seek to vary the award by:**

- introducing a training allowance;

*For what purposes is this being introduced? How will this be applied when there are regulatory required training that falls within the responsibilities of the worker?*

- inserting a note under the clothing and equipment allowance clause regarding on site laundry facilities;

*OSHC sector services are run on school premises. How is this then applied to the OSHC sector? There is a laundry allowance to factor for this.*

- deleting the higher duties clause or alternatively, amending it to remove the words "(including in-service training)";

*We require further clarification on what this is referring to. Higher duties is also used as a development opportunity, provided by internal in-service training.*

- reducing the maximum amount of leave without pay for a Christmas close down from 4 to 2 weeks

*Consideration needs to be given to school term breaks throughout the year. Are you suggesting that staff are paid without working when no leave accruals are available?*

- introducing the following allowances: a weekly allowance for an employee appointed as an educational leader; an hourly allowance for a responsible person physically present at a child care centre; a programming and administrative tasks allowance for children service employees that are required to perform additional programming and administrative duties in addition to their rostered hours;

*There is a regulatory requirement within the scope of roles deemed Responsible Persons. With this comes higher rates of pay and qualifications/training. Therefore an additional allowance*

*makes little sense. As for administrative hours – these are factor in as part of the their overall contract hours where required. What is the distinction for the OSHC sector*

- amending the non-contact time clause by extending non-contact time to 8 hours per week.  
*This is not feasible within the OSHC sector*

**The Australian Childcare Alliance, Australian Business Industrial and the New South Wales Business Chamber seek to vary the award by:**

- amending the ordinary hours of work and the rostering clause to provide employers with greater flexibility to change rosters other than with 7 days' notice and to allow ordinary hours to be worked before 6.00 am or after 6.30 pm.

*Agreed*

**An Individual confirmed in their submission of 19 April 2018 7 that they seek to vary the award by:**

- including an Educational leadership allowance for employees with educational leadership responsibilities in early childhood education and care settings; and
- including a Responsible Person allowance.

*As per our response above*

**Business SA seek to vary the award by:**

- amending the casual employment clause by removing the restriction on employing casuals for temporary and relief purposes.

*So under what basis will they be employed then – considering the casual conversion laws?*

Regards

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