



DECISION

Fair Work Act 2009

s.216AA - Application by an employer for approval of a variation of a supported bargaining agreement to add employer and employees

Ingham Family Centre Inc Trading AS Ingham Early Learning Centre

(B2025/477, B2025/479, B2025/485, B2025/488, B2025/499, B2025/517, B2025/525, B2025/527, B2025/532; B2025/533, B2025/536, B2025/537, B2025/538, B2025/539, B2025/540, B2025/541, B2025/542, B2025/543, B2025/544, B2025/545, B2025/546, B2025/547, B2025/549, B2025/550, B2025/551, B2025/552, B2025/553, B2025/554, B2025/555, B2025/556, B2025/557, B2025/558, B2025/559, B2025/560, B2025/561, B2025/563, B2025/564, B2025/565, B2025/566, B2025/567, B2025/568, B2025/569, B2025/570, B2025/572, B2025/573, B2025/574, B2025/575, B2025/576, B2025/577, B2025/579, B2025/580, B2025/581, B2025/582, B2025/586, B2025/588, B2025/589, B2025/594, B2025/595, B2025/596, B2025/598)

EARLY CHILDHOOD EDUCATION AND CARE MULTI-EMPLOYER AGREEMENT 2024-2026

Children's services

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 15 APRIL 2025

Applications for variation of the Early Childhood Education and Care Multi-Employer Agreement 2024-2026

[1] This matter concerns 60 applications for the approval of variations to the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026 (ECEC Agreement)* to add the respective employers, and their relevant employees, to its coverage. The details of each application, the relevant employers (**applicant employers**) and associated matter numbers are set out at Annexure A to this decision.

[2] The applications have been made under s.216AA of the *Fair Work Act 2009 (FW Act)*.

[3] The applicant employers are all engaged in the early childhood education and care (ECEC) sector. A similar batch of s.216AA applications concerning the ECEC Agreement was determined by the Commission as presently constituted in January 2025 with the decision¹ (*January 2025 variations decision*) approving some 33 variations and a secondary decision² (*March 2025 variations decision*) published on 18 March 2025 approving 136 variations.

[4] I have now considered and determined these applications together for convenience. However, each has been assessed on its own merits having regard to the relevant supporting evidence and materials.

[5] Each applicant employer has brought the application on the basis that a variation has been agreed with their relevant employees to include them in the coverage of the ECEC Agreement. The applications are supported by the United Workers' Union, which has also countersigned many of the variations, and no concerns with any of the applications have been raised by the Australian Education Union or Independent Education Union of Australia.³

[6] To the extent that the applications as originally made contained minor errors or omissions, I have waived the irregularities. Where this involved an issue with the variation itself, such as the variations not being signed as required or an incorrect entity reference, I have given leave under s.586(a) of the FW Act to amend the applications to substitute the corrected documents. In some cases, I have also sought clarifying or confirming documentation or information to assist with the assessment of the relevant approval requirements. There have also been some applications purporting to be applications of the present kind, but which did not seek the approval of a relevant agreed variation. These have been dealt with separately and have been discontinued by the applicants in anticipation of a revised application where appropriate.

[7] Under the FW Act, the variations have no effect unless approved by the Commission,⁴ and these applications seek that approval. In all of the circumstances I have dealt with these matters without holding a hearing.

[8] The scheme of the FW Act, and its provisions relevant to these matters, were all comprehensively set out and discussed in the *January 2025 variations decision* and the *March 2025 variations decision*. I need not repeat that here; however, what follows should be read in conjunction with the earlier decisions.

[9] Having considered the applications, I have determined to approve each of the variations. That approval and my reasons for doing so, including briefly confirming my satisfaction with the various relevant statutory requirements and considerations, are set out below.

The making of the variations – s.216A, s.216AAA and s.216AB(1)(b)

[10] Each of the applicant employers in this matter have agreed to a joint variation with their affected employees. The employees have approved the variations by a majority or unanimous vote in each case, via a proper ballot or vote of employees. In most cases the ballots were conducted by an independent ballot agent. In other applications, less formal voting arrangements were applied; however, in each case I am ultimately satisfied that proper processes were utilised.

[11] The FW Act also requires that before an employer requests the employees to approve the proposed variation, it must take all reasonable steps to ensure that the terms of the agreement as proposed to be varied, and the effect of those terms, are explained to the affected employees and that the explanation is provided in an appropriate manner taking into account the circumstances and needs of the employees.⁵ The FW Act also provides some

examples of the kinds of employees whose circumstances and needs are to be taken into account.⁶

[12] The material provided with each of the applications supports a finding that these requirements have been met. The measures undertaken included the provision of comprehensive and accurate written explanations of the effect of the variation; and access to all relevant documents (including the ECEC Agreement, the Awards and information about the Early Childhood Education and Care Worker Retention Payment (**EWRP**)), in most cases both in hard copy and via electronic links. In those limited cases where significant additional measures were required (such as language), the associated declarations confirm that appropriate steps have been taken.

[13] I observe that in some cases an earlier version of the ECEC Agreement (without the impact of the March 2025 variations decision) was provided to the employees as part of the information. I do not consider that this has materially impacted upon compliance with these requirements given the nature of the ECEC Agreement, the details of the other explanations and materials provided, and the nature of the variations being agreed.

[14] The variation in each case has been made under the relevant terms of the FW Act.⁷

The making of the applications – s.216AA

[15] With limited exceptions, the applications were made within 14 days after the variations were made. In those few matters, which were lodged marginally outside of that period, I have extended the period because I considered that it was fair to do so in accordance with s.216AA(3)(b) of the FW Act.

[16] Section 216AA(2)(b) requires that the application be accompanied by “a copy of the agreement as proposed to be varied.”. The applicant employers have ultimately provided a copy of the ECEC Agreement and the relevant variation, which is, in effect, an additional page confirming their addition to the coverage consistent with the schedule of employers within the Agreement – Part G. Accordingly, on any view, a copy of the agreement as proposed to be varied was provided with the applications.

[17] The variations have been signed as required by the FW Act and *Fair Work Regulations 2009* (**Regulations**). In many applications, the UWU has represented the employees and signed the variation on their behalf. In others, an identified employee representative, who would be covered by the ECEC Agreement if the variation is approved, has signed the variation consistent with regulation 2.10B of the Regulations.

[18] The applications (as amended where required) are all validly made. This meets the requirements of s.216AA of the FW Act.

The other approval requirements – s.216AB

Consistency with the supported bargaining authorisation requirements

[19] The Commission must approve the variation if it is satisfied (amongst other requirements and exceptions) that it would have been required to make a supported bargaining authorisation under s.243 and s.243A of the FW Act. These requirements are modified by

s.216AC to remove any reference to an authorisation application being made and to remove certain other considerations from s.243(1)(b).⁸

[20] Without being definitive, this means in effect that the Commission must consider whether it is appropriate for the applicant employers and their affected employees to bargain together with (join) the existing covered employers and their relevant employees, by being added to the agreement made by them, having regard to:

- The prevailing pay and conditions within the relevant industry or sector (including whether low rates of pay prevail in the industry or sector) – s.243(1)(b)(i);
- Whether the employers have clearly identifiable common interests – s.243(1)(b)(ii); and
- Any other matter considered appropriate – s.243(1)(b)(iv).

[21] Further, the Commission must not approve a variation where an employer to be covered is already covered by a single-enterprise agreement that has not passed its nominal expiry date, unless it is satisfied that the employer's main intention in making the agreement was to avoid being specified in a supported bargaining authorisation – ss.243A(1) and (3).

[22] The evidence before the Commission is consistent with the notion that the circumstances of the applicant employers and their affected employees are harmonious with those found by the Full Bench in making the relevant authorisation. This includes the prevailing pay and conditions and the existence of relevant common interests. In that light, I will not in this decision set out detailed findings about these matters. Having considered all of the circumstances of each application, I was readily satisfied that s.216AB(1)(a) had been met in each case.

[23] I also note that each of the applicant employers has confirmed to the Commission that they have already applied for, or will do so within a stated period, the EWRP grant funding from the Commonwealth Government.⁹

[24] There are no relevant single-enterprise agreements applying to the parties and this means that the restriction in s.243A(1) does not apply.

Has each variation been genuinely agreed to by the majority of affected employees in accordance with s.216AB(1)(b) and s.216AD of the FW Act?

[25] As cited earlier, each of the variations have been approved by a majority of valid votes cast by the affected employees at each employer. This meets the requirements of s.216AB(1)(b).

[26] Section 216AD provides, in effect, that the Commission must apply the terms of s.188 with the stated modifications in its assessment as to whether each variation has been genuinely agreed. In applying these requirements, I have adopted an approach that is consistent with that taken in the earlier decisions of the Commission.¹⁰

[27] In all of these matters, I have found that the variation in each case has been genuinely agreed. Accordingly, I am also satisfied that the requirements of s.216AB(1)(c) of the FW Act have been met.

General building and construction work

[28] Section 216AB(2) of the FW Act prevents a variation of this kind being approved if it were to cover employees in the general building and construction industry. The variations include only employees of a kind who are already covered by the ECEC Agreement and its facilitating authorisation. The Full Bench in making the authorisation has found¹¹ that it does not cover employees in the general building and construction industry. I agree and adopt that finding here.

Any existing single interest authorisation

[29] Section 216AB(3) of the FW Act prevents a variation of this kind being approved if the employer concerned is already specified in a single interest employer authorisation.

[30] This does not apply to any of the applicant employers.

[31] These findings collectively meet the requirements of s.216AB of the FW Act.

Other considerations – s.216AE

[32] Section 216AE of the FW Act provides a (further) discretionary basis to refuse the approval of a variation of this kind. This applies where the Commission considers that compliance with the terms of the agreement may result in a person:

- committing an offence against a law of the Commonwealth; or
- being liable to pay a pecuniary penalty in relation to a contravention of such a law.

[33] The variation in each case is to join an existing approved enterprise agreement following a process consistent with the terms of the FW Act. There is no basis for any finding as contemplated by s.216AE in these matters.

Conclusions and approvals

[34] Given my satisfaction with all of the relevant requirements, and having assessed the related considerations, I was required to approve each of the variations.

[35] The variations are approved and attached to this decision as Annexure B.

[36] The Commission has a discretion under s.216AF of the FW Act to determine the date of effect of the variations. In the absence of contrary proposals, the variations in this matter will operate from today (15 April 2025).



DEPUTY PRESIDENT

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ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/477	Ingham Family Centre Inc	Ingham Early Learning Centre
B2025/479	Clare Valley Children's Centre Inc	Clare Valley Children's Centre
B2025/485	CAFE Enfield Child Care Centre Inc	
B2025/488	Aberfoyle Hub Community Childrens Centre Inc	
B2025/499	My Story – Experiential Early Learning Pty Ltd	My Story – Experiential Early Learning Belrose

B2025/517	Warners Bay Early Learning and Care Centre Incorporated	
B2025/525	The Trustee for BAGH Discretionary Trust	Honeytots Pre-School and Long Day Care Centre
B2025/527	Yamba ELC Pty Ltd	Imaginations Early Education Lilac Early Learning
B2025/532	The Trustee for Azzopardi Family Trust	Altona Early Learning Centre Edu-Play Early Learning Centre
B2025/533	The Trustee for Phoenix Trust	Leaps & Bounds Parklands
B2025/536	Fuji Intercultural Pty Ltd	Fuji International Kindergarten
B2025/537	Wispfinn Pty Ltd	Nicky's Kids Town
B2025/538	Betty Spears Child Care Centre Ltd	Betty Spears Child Care Centre
B2025/539	Bondi Beach Cottage Incorporated	Bondi Beach Cottage Inc
B2025/540	The Trustee for Scholi Unit Trust	North Fremantle School of Early Learning
B2025/541	The Trustee for Paidia Unit Trust	West Leederville School of Early Learning
B2025/542	The Trustee for the A Giambazi Family trust	Nedlands School of Early Learning
B2025/543	The Trustee for The Ektos Unit Trust	Como School of Early Learning
B2025/544	The Trustee for Evdomos Unit Trust	Attadale School Of Early Learning
B2025/545	The Trustee for Kipos Unit Trust	North Perth School of Early Learning
B2025/546	The Trustee for Jakana Childcare Trust	Glandore Private Kindergarten & Childcare Centre
B2025/547	CF Bright Kids Learning Pty Ltd	Bright Kids Early Learning
B2025/549	Clovelly Child Care Centre Inc	
B2025/550	Upper Ross Child Care Centre Inc	Vickers Road Community Child Care Centre
B2025/551	Cockatoos Early Learning Pty Ltd	Bambini Boutique Child Care
B2025/552	Kangaroo Island Children's Services (Preschool) Inc	Kangaroo Island Children's Services Centre
B2025/553	Bright Sparks Preschool Pty Ltd	
B2025/554	Houda Haddad Pty Ltd	Mini Graduates Early Learning Centre
B2025/555	Kimcho Pty Ltd	Little Sprouts Early Learning Centre
B2025/556	Little Rana Childcare Centre Pty Ltd	Advanced Kids Early Learning Centre
B2025/557	KinderCare Learning Centre Pty Ltd	
B2025/558	Mountain Community Children's Centre Incorporated	Mountain Community Children's Centre
B2025/559	Chancery Lane Montessori Preschool Pty Ltd	Chancery Lane Montessori Preschool
B2025/560	Echoes Montessori Pty Ltd	Echoes Montessori
B2025/561	Lilliput Village Pty Ltd	Lilliput Village Montessori

B2025/563	Oxford Montessori Pty Ltd	Little Oxford Montessori
B2025/564	Rosemont House Montessori Pty Ltd	Rosemont House Montessori
B2025/565	The Cedars Montessori Pre-school Pty Ltd	Cedars Montessori Pre-school
B2025/566	The Trustee for Barbara Langford Family Trust	Jescott Montessori Preschool
B2025/567	The Trustee for Insight Early Learning Burwood Unit Trust	Insight Early Learning Burwood
B2025/568	Insight Early Learning Darwin Pty Ltd.	Little Flyers Childcare
B2025/569	The Trustee for Insight Early Learning Dunsborough Unit Trust	Insight Early Learning Dunsborough
B2025/570	The Trustee for Insight Early Learning Joondalup Unit Trust	Insight Early Learning Joondalup
B2025/572	The Trustee for Insight Early Learning Kelmscott Unit Trust	Insight Early Learning Kelmscott
B2025/573	The Trustee for Insight Early Learning Moama Unit Trust	Insight Early Learning Moama
B2025/574	The Trustee for Insight Early Learning Port Coogee Unit Trust	Insight Early Learning Port Coogee
B2025/575	The Trustee for Insight Early Learning Southlakes Unit Trust	Insight Early Learning Southlakes
B2025/576	The Trustee for IEL Stream Ave Unit Trust	Insight Early Learning Stream Avenue
B2025/577	The Trustee for Insight Early Learning Throsby Unit Trust	Insight Early Learning Throsby
B2025/579	Norwood Community Creche Inc	Norwood Community Creche
B2025/580	Northern Victoria Finances Limited	Nathalia Community Early Learning Centre
B2025/581	Orange Blossom Early Learning Pty Ltd	Orange Blossom Early Learning Centre
B2025/582	Pringle Family Trust	Natural Steps Preschool
B2025/586	Richmond Valley Care-Ring Association_Incorporated	Care Ring Childrens Centre
B2025/588	St Stephens Childrens Centre Inc	
B2025/589	St Jude's Early Learning Incorporated	St Jude's Early Learning
B2025/594	The Trustee for Orchard ELC Unit Trust	Orchard Early Learning Centre
B2025/595	The Trustee for Puopolo Unit Trust	Puopolo Nominees Pty Ltd
B2025/596	The Wingate Avenue Childrens Co-Operative Limited	Wingate Avenue Childrens Co Operative Ltd
B2025/598	W.C & S Childcare Pty Ltd	Manilla Early Learning

ANNEXURE B

Variations

DOCUMENT 1: Proposed variation

Proposed variation

That pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business name	Trading name	Address	ABN/ACN
Ingham Family Centre Inc	Ingham Early Learning Centre	56 – 56 Cartwright Street, Ingham QLD 4850	49842660865

Signatures

Employer/Employer representative

I am authorised to sign this Variation on behalf of the Employer listed in the Variation

Carol McDonough

Signature

Carol McDonough

Full Name

Centre Director

Title/Authority to Sign

54 – 56 Cartwright Street, Ingham QLD 4850

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

DOCUMENT 1: Proposed variation**Proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026***

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name	Address	ABN/ACN
Clare Valley Children's Centre Inc	Clare Valley Children's centre	Corner of Blyth and Elliott Street Clare	30 420 758 704

Signatures**Employer/Employer representative**

I am authorised to sign this Variation on behalf of the Employer listed in the Variation



Signature

Tania Michelle Graham

Full Name

Title/Authority to Sign

Finance Officer Clare Valley Children's Centre

Address (including State and Postcode)

Address (including State and Postcode)

Corner of Blyth and Elliott Street Clare South Australia 5453

Address (including State and Postcode)

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

DOCUMENT 1: Proposed variation**Proposed variation**

That pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business name	Trading name	Address	ABN/ACN
CAFE Enfield Child Care Centre Inc	CAFE Enfield Child Care Centre Inc	17a Wilkins St Enfield SA 5085	71665476990

Signatures**Employer/Employer representative**

I am authorised to sign this Variation on behalf of the Employer listed in the Variation



Signature

Lee Jones

Full Name

Assistant Director

Title/Authority to Sign

17a Wilkins St Enfield SA 5085

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

DOCUMENT 1: Proposed variation**Proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026***

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name	Address	ABN/ACN
Aberfoyle Hub Community Childrens Centre Inc	N/A	34 Taylors Road, Aberfoyle Park SA 5159	18 681 686 780

Signatures**Employer/Employer representative**

I am authorised to sign this Variation on behalf of the Employer listed in the Variation



Signature

Sandra Higgins

Full Name

Operations Manager

Title/Authority to Sign

34 Taylors Road, Aberfoyle Park SA 5159

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

Proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name	Address	ABN/ACN
My Story – Experiential Early Learning Pty Ltd	My Story – Experiential Early Learning Belrose	28 Greenvue Parade, Berowra, NSW 2081	66616047182

Signatures

Employer/Employer representative

I am authorised to sign this Variation on behalf of the Employer listed in the Variation



Signature

CHLOE ANNE CHANT

Full Name

OWNER / NOMINATED SUPERVISOR

Title/Authority to Sign

28 GREENVIEW PDE BEROWRA 2081

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

DOCUMENT 1: Proposed variation**Proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026***

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name	Address	ABN/ACN
Warners Bay Early Learning and Care Centre Incorporated	Warners Bay Early Learning and Care Centre Incorporated	49 Charles Street Warners Bay, 2282.	69 722 188 337

Signatures**Employer/Employer representative**

I am authorised to sign this Variation on behalf of the Employer listed in the Variation


Signature

Bianca Guillaume
Full Name

Director/Nominated Supervisor
Title/Authority to Sign

45 McElwee Drive, Tingira Heights 2290 NSW.
Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for BAGH DISCRETIONARY TRUST	Honeytots Pre-School and Long Day Care Centre at 50 Harrow Street, Marayong, NSW, 2148, Australia	ABN: 27 951 531 376

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Michael Ghali

Signature

Michael Farid Albeir Ghali

Full Name

Managing Director

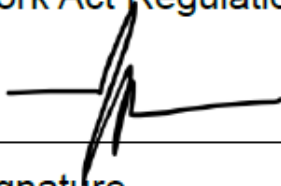
Title

50 Harrow Street, Marayong NSW 2148

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Merry Matta

Full Name

Centre director

Title

50 Harrow street, Marayong NSW 2148

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

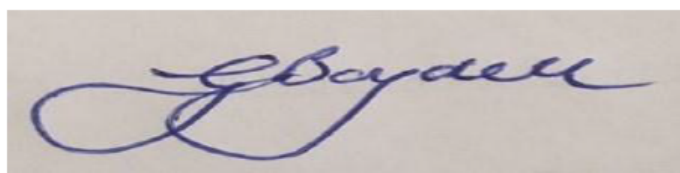
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Yamba ELC Pty Ltd	Imaginations Early Education at 7 Poidevin Place, Goulburn New South Wales 2580	ACN: 167 097 387
	Imaginations Early Education at 101 Lagoon Street, Goulburn New South Wales 2580	ABN: 47 167 097 387
	Imaginations Early Education at 15 Rosebank Avenue, Taree New South Wales 2430	
	Lilac Early Learning at 30 Barry Crescent, Goulburn, NSW, 2580	

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Gregory John Boydell

Full Name

Director

Title

9 Hoop Pine Place, West Pennant Hills NSW 2125

Address (including State and Postcode)

26 March 2025

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Sussann Carr

Full Name

Early Childhood Teacher

Title

20 Renshaw St, Goulburn NSW 2580

Address (including State and Postcode)

26 March 2025

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Azzopardi Family Trust	Altona Early Learning Centre, 40 Sargood Street, Altona VIC 3018 Edu-Play Early Learning Centre, 47 Railway St N, Altona VIC 3018	ABN: 93 566 456 268

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Grace Azzopardi

Full Name

Company Owner/Director

Title

40 Sargood St Altona VIC 3018

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Lynda Azzopardi

Full Name

Early Childhood Educator

Title

47 Railway St Nth, Altona VIC 3018

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Phoenix Trust	Leaps & Bounds Parkland at 10 Moran Street, Wilsonton, Queensland, 4352, Australia	ABN: 81 129 564 964

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Sarah Heath
Signature

Sarah Heath
Full Name

Owner
Title

10 Moran Street, Wilsonton QLD 4350
Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Georgia Heath

Signature

Georgia Heath

Full Name

Director

Title

10 Moran Street, Wilsonton Q 4350

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Fuji Intercultural Pty Ltd	Fuji International Kindergarten, 16 Caulfield St, Robina, 4226, Australia	ABN: 22 050 410 501 ACN: 050 410 501

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Bernardita Salmon

Full Name

Nominated Supervisor

Title

16 Caulfield St. Robina 4226

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

KL McDonough

Signature

Kerryn McDonough

Full Name

Co-Ordinator

Title

1/27 Tallebudgera Creek Rd Burleigh Heads 4220.

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Wisplinn Pty Ltd	Nickys Kids Town at 18-20 Orion Road, Suite 301, Lane Cove West, NSW, 2066, Australia	ACN: 061285596 ABN: 83 061 285 596

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Frazer Upfold

Signature

Frazer Upfold

Full Name

Company Director

Title

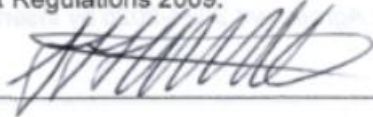
301, 18-20 Orion Road , Lane Cove West, NSW, 2066

Address (including State and Postcode)

Shannon Howlett

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Shannon Lee Howlett

Full Name

Director

Title

Nicky's Kids Town at 18-20 Orion Road suite 301 Lane Cove West
Address (including State and Postcode) NSW, 2066, Australia.

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
BETTY SPEARS CHILD CARE CENTRE LTD	Betty Spears Child Care Centre 1a Gannon St Tempe NSW 2044	57 003 143 593

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature



Full Name

Karen Dresser

Title

Operational Director

Address (including State and Postcode)

61 Bayview St, Bexley, NSW, 2207

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature



Full Name

Moira Thompson

Title

Educational Leader

Address (including State and Postcode)

4 Hocking Avenue, Earlwood, NSW, 2206

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
BONDI BEACH COTTAGE INCORPORATED	Bondi Beach Cottage Inc 42 Brighton Boulevard NORTH BONDI NSW 2026	60 912 747 342

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation


Signature

Sandra von der Heyden

Full Name

Operations Manager

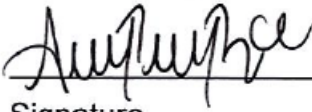
Title

42 Brighton Boulevard, North Bondi NSW 2026

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Andrea Peña Rojas

Full Name

Childcare Manager

Title

42 Brighton Boulevard, North Bondi NSW 2026

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Scholi Unit Trust	North Fremantle School of Early Learning, 101 Stirling Highway, North Fremantle, Perth, WA, 6159	ABN: 38 248 663 186

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Myra Taylor

Full Name

Human Resource Manager


Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Jacqueline Smith

Full Name

Centre Manager

Title

101 Stirling Highway, North Fremantle WA 6159.

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The trustee for Paidia Unit Trust	West Leederville School of Early Learning, 29 - 33 Northwood Street, West Leederville, Perth, WA, 6007	ABN: 30 518 858 873

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Myra Taylor

Full Name

Human Resource Manager

Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature



Full Name

Amy Clarke

Title

Centre Manager

Address (including State and Postcode)

29-33 NORTHWOOD STREET,
WEST LEEDERVILLE, PERTH,
WA, 6007

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for the A Giambazi Family trust	Nedlands School of Early Learning, Government Road, Nedlands, Perth, WA, 6009	ABN: 44 363 452 450

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Myra Taylor

Full Name

Human Resource Manager

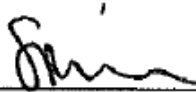
Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

SARAH PAICE

Full Name

CENTRE MANAGER

Title

14, FULHAM CLOSE, PARMELIA, WA, 6167

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

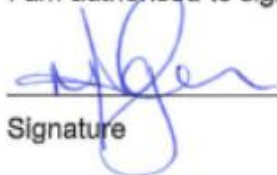
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for The Ektos Unit Trust	Como School of Early Learning, 90 McDonald Street, Como, Perth, WA, 6152	ABN: 46 987 905 360

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Myra Taylor

Full Name

Human Resource Manager

Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Brooks

Signature

Chelsea Brooks

Full Name

Centre Manager

Title

90 mcdonald street Como WA 6152

Address (Including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Evdomos Unit Trust	Attadale School of Early Learning, 35 Davidson Road, Attadale, Perth, WA, 6156	ABN: 18 774 591 610

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature

Myra Taylor

Full Name

Human Resource Manager

Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Kristy Wilson

Full Name

Centre Manager

Title

35 Davidson Rd, Attadale, Perth, Western Australia, 6156

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Kipos Unit Trust	North Perth School of Early Learning, 81 Angove Street, North Perth, Perth, WA, 6006	ABN: 43 578 588 979

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Myra Taylor

Full Name

Human Resource Manager

Title

54 Salvado Road, Wembley, Perth, WA, 6014

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

CLAIRE MORLEY .

Full Name

CENTRE MANAGER.

Title

81 ANGOVE ST WA 6006

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for JAKANA CHILDCARE TRUST	Glandore Private Kindergarten & Childcare Centre, 178 Anzac Highway, Glandore, South Australia, 5037	ABN: 46 179 516 131

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature

Kerry Mahony

Full Name

KERRY MAHONY

Title

CHILD CARE CENTRE OWNER

Address (including State and Postcode)

25 BOYD CRESCENT WEST LAKES SHORE SA 5020

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature 

Full Name Stephanie Burns

Title Director

Address (including State and Postcode) 178-180 Anzac Highway,
Glandore S037.

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
CF BRIGHT KIDS LEARNING PTY LTD	Bright Kids Early Learning 18 Wilsons Lane LILYDALE VIC 3140	84 636 012 505

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Jingdi Yao

Full Name

Director

Title

18 Wilsons Lane, Lilydale VIC 3140

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

ISABELL WEEKES

Full Name

ASSISTANT DIRECTOR

Title

18 WILSONS ROAD, LILYDALE, VIC 3140

Address (Including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
CLOVELLY CHILD CARE CENTRE INC	Clovelly Child Care Centre Inc 40A Arden Street Clovelly NSW 2031	22 438 858 070

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation


Signature

JOSEPHINE JOHNSON

Full Name

PMC President

Title

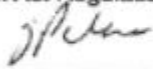
56 Litchard Ave Coogee NSW

Address (including State and Postcode)

2034

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Suzanne Joy Palmer

Full Name

Platennas Educator

Title

40A Arden St Cloreilly 2031

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

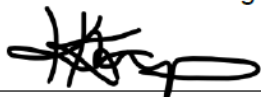
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
UPPER ROSS CHILD CARE CENTRE INC	Vickers Road Community Child Care Centre, 20 South Vickers Road , Condon, Townsville, Qld, 4815, Australia	ABN: 43 562 126 356

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Katrina Knapp

Full Name

Director

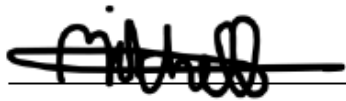
Title

20 Vickers Road Condon Qld 4815

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Deanne Mitchell

Full Name

Educator

Title

47 Banfield Drive Mount Louisa QLD 4814

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
COCKATOOS EARLY LEARNING PTY LTD	Bambini Boutique Child Care 79 Piper Street North Tamworth NSW 2340	42 661 008 117

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature

ABHA PATHAK

Full Name

PMC (Person in management and control of the Provider)

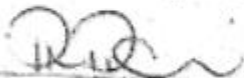
Title

68 Percival Road, Googong, NSW - 2620

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

PAULA PARRIS

Full Name

NOMINATED SUPERVISOR

Title

79 Piper St Tamworth NSW 2340

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
KANGAROO ISLAND CHILDREN'S SERVICES (PRESCHOOL) INC	Kangaroo Island Children's Services Centre 50 Buller Street Kingscote SA 5223	45 569 770 460

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

HPerry

Signature

Hayley Perry

Full Name

Director

Title

Address (including State and Postcode)

c/o 50 Buller Street, Kingscote, S.A, 5223

Employee Representative


I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



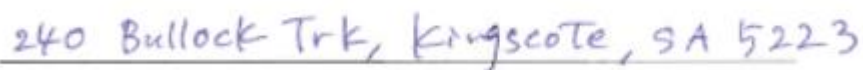
Signature



Full Name



Title



Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*


Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
BRIGHT SPARKS PRESCHOOL PTY LTD	Bright Sparks Preschool Pty Ltd 148 Archer Street Rockhampton QLD 4700	96 611 783 978

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



 Signature

ABHA PATHAK

 Full Name

Person in Management and Control of the Provider

 Title

68 Percival Road, Googong NSW-2620

 Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Nichole Robson

Full Name

Nominated Supervisor

Title

148 Archer Street Rockhampton 4700

Address (including State and Postcode)

and Care Multi-Employer Agreement 2024-2026

Pursuant to section 218A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
HOUDA HADDOAD PTY LTD	Mini Graduates Early Learning Centre 1 Dunbier Ave Lurnea NSW 2170	93 659 438 285

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Houda Haddad

Full Name

Title
Director

Address (including State and Postcode)

1 Dunbier Ave, Lurnea NSW 2170

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

O. Doan

Signature

Oanh Doan

Full Name

Title

Educator (Mrs) 10 Dunkier Ave, Lurnea NSW 2170

Address (including State and Postcode)

and Care Multi-Employer Agreement 2024-2026

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
KIMCHO PTY LTD	Little Sprouts Early Learning Centre 50 Parklakes Drive Bli Bli QLD 4560	68 146 709 328

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature



Full Name

Todd Casten

Title

owner

Address (including State and Postcode)

50 Parklakes drive
Bli Bli
QLD 4560

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature *A. Lauriston*

Full Name *Althea Jayne Lauriston*

Title *Educator at Little Sprouts Early Learning Centre.*

Address (including State and Postcode)
*2/23 Maroochy Waters Drive
Maroochy Downs 4558.*

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
LITTLE RANA CHILDCARE CENTRE PTY LTD	Advanced Kids Early Learning Centre 73 South Liverpool Road Heckenberg NSW 2168	43 611 229 193

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature

Lina Awad

Full Name

Lina Awad

Title

Director

Address (including State and Postcode)

73 South Liverpool Road Heckenberg, NSW 2168

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature

A. Maz

Full Name

Aya Maz

Title

Educator

Address (including State and Postcode)

73 South Liverpool Road Heckenberge

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
KINDERCARE LEARNING CENTRE PTY LTD	KINDERCARE LEARNING CENTRE PTY LTD 52 Power Street Doonside NSW 2767	67 636 431 279

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

JACKIE DE ABREU

Full Name

APPROVED PROVIDER/DIRECTOR

Title

52 POWER STREET, DOONSIDE NSW 2767

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.


Signature

Nena Paul
Full Name

Mrs. / Educational leader
Title

5 Carey Street Marrden Park 2765
Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Mountain Community Children's Centre Inc.	Mountain Community Children's Centre 2829 Wisemans Ferry Road Mangrove Mountain NSW 2250	15 350 030 236

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Alyce Chin

Full Name

Vice President

Title

2829 Wisemans Ferry Road Mangrove Mountain NSW 2250

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Lucy Payne
Signature

Lucy Payne
Full Name

Educator
Title

76 Hensons Road, Somersby NSW
Address (including State and Postcode) 2250 ✓

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Chancery Lane Montessori Preschool Pty Ltd	Chancery Lane Montessori Preschool, 21 Chancery Lane, Adelaide, SA, 5000, Australia	ABN: 77129080011 ACN: 129080011

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara L Langford

Full Name

Company Director

Title

8 Balfour RD, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Melissa Wray

Full Name

Pre School Director

Title

245 Archer Hill Rd, Highland Valley SA 5255

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

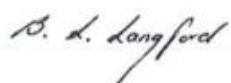
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
ECHOES MONTESSORI PTY LTD	ECHOES MONTESSORI, 85 Smart Road, Modbury, SA, 5092, Australia	ABN: 48 636 018 472 ACN: 636 018 472

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara L Langford

Full Name

Company Director

Title

8 Balfour Rd, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Adams.

Signature

Karyn Adams

Full Name

Centre Director

Title

85 Smart Rd, Modbury SA 5092

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

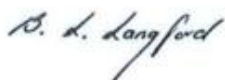
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Lilliput Village Pty Ltd	Lilliput Village Montessori, 193 Portrush Road, Maylands, SA, 5069, Australia	ABN: 85 109 867 807 ACN: 109 867 807

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara L Langford

Full Name

Company Director

Title

8 Balfour RD, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Domenica Dunn

Signature

Domenica Dunn

Full Name

Director

Title

81 East Parkway Mt. Barker SA 5251

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

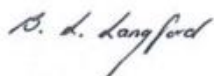
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
OXFORD MONTESSORI PTY LTD	Little Oxford Montessori, 18 Trimmer Terrace, Unley, SA, 5061, Australia	ABN: 72 629 712 741 ACN: 629 712 741

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara Langford

Full Name

Company Director

Title

8 Balfour RD, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Lynnette Rosalie Spencer

Full Name

Director

Title

18 Trimmer Tce Unley 5061

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

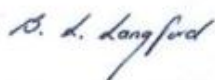
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Rosemont House Montessori Pty Ltd	Rosemont House Montessori, 59 Kensington Road, Norwood, SA, 5067, Australia	ABN: 88 600 967 575 ACN: 600 967 575

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara Langford

Full Name

Company Director

Title

8 Balfour Rd, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature

AUCE M WEBSTER

Full Name

Assistant Director

Title

22, McMahon Ave, Para Hills, 5096

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Cedars Montessori Pre-school Pty Ltd	Cedars Montessori Preschool, 52 Oxford Terrace, Unley, SA, 5061, Australia	ABN: 90 116 800 965 ACN: 116 800 965

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara Nache

Full Name

Director

Title

14 Higgins Ice Middleton

Address (including State and Postcode)

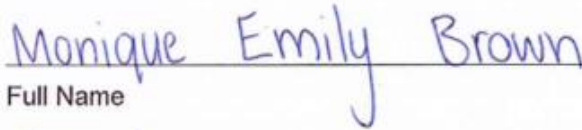
SA 5213

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



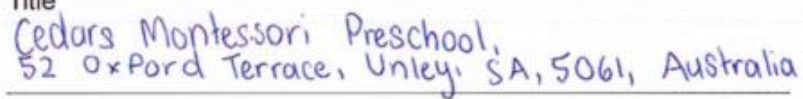
Signature



Full Name



Title



Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

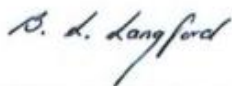
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Barbara Langford Family Trust	Jescott Montessori Preschool, 6 Lorne Avenue, Magill, SA, 5072, Australia	ABN: 45 193 668 516

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Barbara L Langford

Full Name

Company Director

Title

8 Balfour Rd, Springfield SA 5062

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



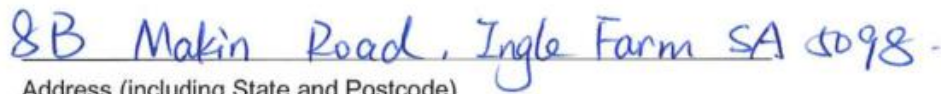
Signature



Full Name



Title



Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Burwood Unit Trust	Insight Early Learning Burwood, 70 Middleborough Road, Burwood, VIC 3151	ABN: 76 252 314 356

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Isabella Germano

Full Name

Centre Manager

Title

79 Westerfield Dr Notting Hill VIC 3168

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
INSIGHT EARLY LEARNING DARWIN PTY LTD.	Little Flyers Childcare, 10 Osgood Drive, Eaton, DARWIN NT 0820	ABN: 32 611 808 747 ACN: 611 808 747

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Elizabeth Menser

Full Name

Centre Manager

Title

16 Rossiter St, Rapid Creek NT 0810

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Dunsborough Unit Trust	Insight Early Learning Dunsborough, 106 Commonage Rd, Dunsborough WA 6281	ABN: 83 226 897 905

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

MJohnson

Signature

Monica Johnson

Full Name

Centre Manager

Title

13 Payne Rd, Capel WA 6271

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Joondalup Unit Trust	Insight Early Learning Joondalup, 11 Injune Way, Joondalup, WA 6027	ABN: 25 824 431 178

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

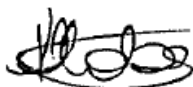
Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Kylie Stokes

Full Name

Centre Manager

Title

140 Baltimore Pde, Merriwa WA 6030

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Kelmscott Unit Trust	Insight Early Learning Kelmscott, 3033 Albany Highway, Kelmscott, WA 6111	ABN: 15 406 581 487

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

A.Mathlin

Signature

Ashleigh Mathlin

Full Name

Centre Manager

Title

8 Makybe Blvd, Byford WA 6122

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Moama Unit Trust	Insight Early Learning Moama, Unit 1, 46 Meninya Street, Moama NSW 2731	ABN: 21 178 597 651

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Keelie Joyce

Full Name

Centre Manager

Title

1 Whirrakee Court, Moama NSW 2731

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Port Coogee Unit Trust	Insight Early Learning Port Coogee, 53 Pantheon Ave, North Coogee, WA, 6163	ABN: 43 252 091 668

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Kathryne Thorpe

Signature

Kathryne Thorpe

Full Name

Centre Manager

Title

380 Charles St, North Perth WA 6006

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Southlakes Unit Trust	Insight Early Learning Southlakes, 36 Azure Ave, Southlakes, Dubbo, NSW 2830	ABN: 17 279 087 130

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

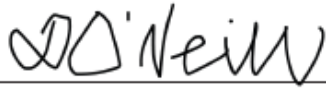
Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Donnamaree Abbott-O'Neill

Full Name

Centre Manager

Title

18A Edwin Street, Dubbo NSW 2830

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for IEL Stream Ave Unit Trust	Insight Early Learning Stream Ave, 67 Cove Circuit, Southlakes, Dubbo, NSW 2830	ABN: 51 448 505 386

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Greta Chhoker

Full Name

Assistant Centre Manager

Title

1 Cronin Pl, Dubbo NSW 2830

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Insight Early Learning Throsby Unit Trust	Insight Early Learning Throsby, 1 Pademelon St, Throsby, ACT 2911	ABN: 54 275 165 394

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Tim Erickson

Signature

Timothy Erickson

Full Name

CFO

Title

11 Hardy Street, Brunswick VIC 3056

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Priscila Tengan Machado

Signature

Priscila Tengan Machado

Full Name

Centre Manager

Title

6 Limb Circuit, Moncrieff, ACT 2914

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
NORWOOD COMMUNITY CRECHE INC	Norwood Community Creche 278 Portrush Road Beulah Park SA 5067	90 811 275 871

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

S. Burgess
Signature

Susan Louise Burgess
Full Name

Co-ordinator
Title

46 Second Avenue, St. Peters 5069
Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature *Liza Aird Trim*

Full Name *Liza Aird Trim*

Title *Team Leader*

Address (including State and Postcode)

*9 Boucaut Crescent
Hayborough SA 5212*

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
NORTHERN VICTORIA FINANCES LIMITED	Nathalia Community Early Learning Centre 20 Bromley Street Nathalia VIC 3638	33 091 514 966

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Kate Butler

Signature

Kate Butler

Full Name

Director

Title

48 Moors road, Nathalia, Victoria, 3638

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Tracey Mark

Signature

Tracey Mark

Full Name

Administration Co-Ordinator

Title

22 Richardson street, Nathalia, Victoria, 3638

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
ORANGE BLOSSOM EARLY LEARNING PTY LTD	Orange Blossom Early Learning Centre 82 Galston Road Hornsby Heights NSW 2077	49 625 234 504

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Julian Park

Full Name

Nominated Supervisor

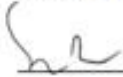
Title

2/44 Bridge Road, Hornsby, NSW 2077

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature

Sun Young Jee

Full Name

Early Childhood Educator

Title

3 Alan Ave, Hornsby NSW 2077

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
PRINGLE FAMILY TRUST	Natural Steps Preschool 40 Catherine St West Cessnock NSW 2325	55 823 584 857

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Lois Elizabeth Platt

Full Name

Administrator MOC

Title

40 Catherine Street, Cessnock NSW 2325

Address (including State and Postcode)

Date: 28/03/2025

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

K. Stephenson
Signature

Karen Louise Stephenson
Full Name

Educational Leader.
Title

40 Catherine St Cessnock
Address (including State and Postcode) NSW 2325
Date: 28/03/2025

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
RICHMOND VALLEY CARE-RING ASSOCIATION_ INCORPORATED	Care Ring Childrens Centre 1 Hayes Street Goonellabah NSW 2480	50 018 448 695

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Elizabeth Gray

Full Name

Nominated Supervisor

Title

4 Sanctuary Court, Goonellabah

Address (including State and Postcode)

NSW , 2480

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Signature



Full Name

Charmaine Lutherborrow (ZIC)

Title

ZIC -Teacher

Address (including State and Postcode)

2 James Street,
Dunoon 2480
NSW

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
ST STEPHENS CHILDRENS CENTRE INC	St Stephens Childrens Centre Inc 1 Bellevue Park Road Bellevue Hill NSW 2023	59 802 790 868

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation


Signature

Kylie Tofts

Full Name

Early Education & Care Service Director

Title

38 Reservoir St, Little Bay, NSW, 2036

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

S. Alexiou

Signature

Sarah Alexiou

Full Name

Early Education & Care Assistant Service Director

Title

9 Boonara Ave, Bondi, NSW, 2026

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
ST JUDE'S EARLY LEARNING INCORPORATED	St Jude's Early Learning 100 Avoca Street Randwick NSW 2031	20 052 853 824

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Signature 

Full Name Farah Messina

Title Director / Early Childhood Teacher

Address (including State and Postcode) 100 Avoca St Randwick NSW 2031

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

L. Whordley

Signature

Laura Whordley

Full Name

Early childhood Teacher

Title

100 Avoca Street, Randwick NSW 2031

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

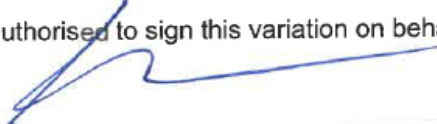
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
THE TRUSTEE FOR ORCHARD ELC UNIT TRUST	Orchard Early Learning Centre Level 2, 39 Hume Street Crows Nest NSW 2065	22 471 657 696

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Peter Ralph Schlederer

Full Name



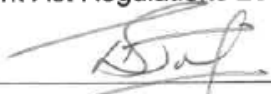
Title

L2.S.I 39 HUME ST CROWSNEST 2065 N.S.W

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.


Signature

Si Ning Koh
Full Name

Head of Organisational Growth & Development
Title

2/39 Hume Street Crows Nest 2065
Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
The trustee for PUOPOLO UNIT TRUST	PUOPOLO NOMINEES PTY LTD 216-222 Normanby Road Southbank VIC 3006	27 316 460 493

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

 24/3/25
Signature

JOSEPHINE DEBONO
Full Name

Centre Director
Title

216-222 Normanby Road
Address (including State and Postcode)

Southbank VIC 3006

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.

Mahour Tahernejad 24/3/25.
Signature

Mahour Tahernejad
Full Name

Educational Leader.
Title

3/307 Moray St, South Melbourne, Vic 3205
Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
THE WINGATE AVENUE CHILDRENS CO-OPERATIVE LIMITED	Wingate Avenue Childrens Co operative Ltd 13B Wingate Avenue Ascot Vale VIC 3032	24 679 319 776

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation

Gina Wilson

Signature

Gina Wilson

Full Name

Service Director

Title

13B Wingate Avenue ASCOT VALE VIC 3032

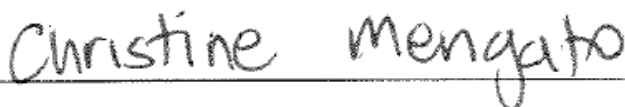
Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature



Full Name

Administration Officer

Title

13B Wingate Avenue ASCOT VALE VIC 3032

Address (including State and Postcode)

Proposed Variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026*

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
W.C & S CHILDCARE PTY LTD	Manilla Early Learning 63 Arthur Street Manilla NSW 2346	31 650 252 083

Signatures

Employer Representative

I am authorised to sign this variation on behalf of the Employer listed in the variation



Signature

Sara May Turner

Full Name

Director / Nominated Supervisor

Title

63 Arthur Street Manilla NSW 2346

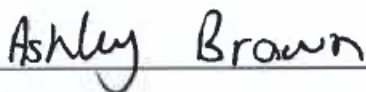
Address (including State and Postcode)

Employee Representative

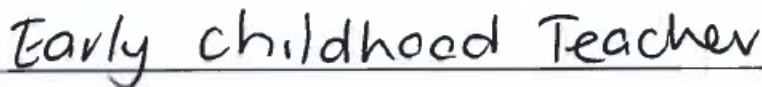
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature



Full Name



Title



Address (including State and Postcode)

¹ [\[2025\] FWCA 282](#), issued on 28 January 2025.

² [\[2025\] FWCA 523](#), issued on 18 March 2025.

³ These organisations are covered by the ECEC Agreement and are default bargaining representatives.

⁴ Section 216A(5) of the FW Act.

⁵ Section 216AAA(1) of the FW Act.

⁶ Section 216AAA(2) of the FW Act.

⁷ Section 216A(4) of the FW Act.

⁸ See *March 2025 variations decision* at [35], [36].

⁹ See the *January 2025 variations decision* at [46] to [56].

¹⁰ See *March 2025 variations decision* at [44] to [55].

¹¹ [\[2023\] FWCFB 176](#) at [60].