



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

Trayhern Family Investments Pty Ltd trading as Family First Early Learning and Others

(B2025/614, B2025/670, B2025/672, B2025/677, B2025/678, B2025/679, B2025/680, B2025/681, B2025/682, B2025/683, B2025/684, B2025/685, B2025/692, B2025/693, B2025/694, B2025/695, B2025/696, B2025/697, B2025/698, B2025/699, B2025/701, B2025/702, B2025/703, B2025/704, B2025/705, B2025/706, B2025/707, B2025/712, B2025/713, B2025/714, B2025/715, B2025/716, B2025/717, B2025/718, B2025/719, B2025/720, B2025/721, B2025/722, B2025/723, B2025/724, B2025/725, B2025/726, B2025/727, B2025/728, B2025/738, B2025/739, B2025/740, B2025/741, B2025/743, B2025/744, B2025/745, B2025/746, B2025/747, B2025/748, B2025/749, B2025/750, B2025/751, B2025/753, B2025/754, B2025/755, B2025/756, B2025/757, B2025/758, B2025/759)

Early Childhood Education and Care Multi-Employer Agreement 2024-2026

Children's services

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 13 MAY 2025

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

[1] This matter concerns 64 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. Further, a secondary decision² (*March 2025 variations decision*) was published on 18 March 2025 approving 136 variations. Other decisions have now followed.

[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.

[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 these earlier decisions. See also the *National Practice Leader's Statement* concerning applications of this kind I issued on 30 April 2025.⁵

[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.⁶ The FW Act also provides some examples of the kinds of employees whose circumstances and needs are to be taken into account.⁷

[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.⁸

The making of the applications – s.216AA

[15] With very limited exceptions, the applications were filed within 14 days after the variations were made. In those 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. In one case,⁹ the delay in lodging the application was significantly longer. However, in light of the merit of the application, the explanation for the delay – initially following the incorrect Commission approval process, and the fact that the circumstances at the workplace have not significantly changed since the variation was agreed, I also extended the period involved on the same fairness basis.

[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).¹⁰

[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.¹¹

[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.¹²

[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 found¹³ 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 (13 May 2025).



DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<PR786507>

ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/614	Trayhern Family Investments Pty Ltd	Family First Early Learning
B2025/670	Noarlunga Community Childrens Centres Inc	Noarlunga Community Children's Centres
B2025/672	Gosford Cubbyhouse Occasional/Long Day Child Care Centre Incorporated	Gosford Cubbyhouse
B2025/677	Adelaide University Childcare Services Inc	Waite Campus Childrens Centre Adelaide Campus Childrens Centre
B2025/678	Blinky Bill Early Learning Portland Inc	Blinky Bill Early Learning Portland
B2025/679	Bright Sunshine Children Centre Pty Ltd	Bright Sunshine Children Centre
B2025/680	Cessnock Multipurpose Children's Centre Ltd	Cessnock Multi-Purpose Childrens Centre Pty Ltd
B2025/681	Eltham Woods Child Care Co-Operative Ltd	Eltham Woods Child Care Centre
B2025/682	Gap Community Childcare Centre Inc	Gap Community Early Learning Centre
B2025/683	Horsham & District Kindergarten Association Inc	Emerge Early Years Services
B2025/684	Harrison St Early Education Inc.	Harrison St Early Education
B2025/685	Connect Child & Family Services Limited	Connect Children and Families
B2025/692	Prom Coast Centres for Children Inc.	
B2025/693	The Trustee for Sproson-Colliver Unit Trust	Our Learning Steps Childcare and Kindergarten
B2025/694	Lifetime Learners LDC Pty Ltd	Lifetime Learners Long Day Care & Pre-School
B2025/695	Surrey Downs Community Childrens Centre Incorporated	Surrey Downs Community Childrens Centre Inc
B2025/696	The Outback Mobile Resource Unit Inc	
B2025/697	Joyful Rainbow Pty Ltd	Rainbow Childcare Centre at Westfield Marion
B2025/698	Woden Early Childhood Centre Incorporated	Woden Early Childhood Centre Inc
B2025/699	Treloar Child Care Centre Inc	
B2025/701	Zhang, Yanyun	Little Diggers Pre-School and Child Care Centre
B2025/702	Possums Cnr Child Care Centre Inc	Possums Cnr Childcare Centre Inc

B2025/703	Cassnic Childcare Developments Pty Ltd	Bloom Early Learning Centre
B2025/704	The Nintirri Centre Incorporated	Nintirri Early Learning Centre
B2025/705	Ewin Early Learning Centre Inc	
B2025/706	S & S Kindergarten Pty Ltd	Picnic Point Preschool and Childcare Centre
B2025/707	The Learning Jungle Pty Ltd	The Learning Jungle Long Day Care and Preschool
B2025/712	City Child Care Centre Inc	City Community Children's Centre Inc
B2025/713	The Trustee for The M & S Prendergast Family Trust	Sonas Early Learning & Care Huntingdale
B2025/714	The Trustee for GosnellsCC Unit Trust	Sonas Early Learning & Care Gosnells
B2025/715	Acorn Child Care Centre Pty Ltd	Acorn Gin Gin
B2025/716	The Trustee for BBBP Unit Trust	Sonas Early Learning & Care Spearwood
B2025/717	The Trustee for Wanneroo CC Unit Trust	Sonas Early Learning & Care Wanneroo
B2025/718	Bay Island Early Learning and Care Pty Ltd	Bay Island Early Learning and Care
B2025/719	Childcare First Pty Ltd	Bela Babes
B2025/720	The Trustee for The Woodbridge Unit Trust	Sonas Early Learning & Care Woodbridge
B2025/721	The Trustee for The Star Early Learning Trust	Hocking Stars Early Learning Centre
B2025/722	The Trustee for M & H Obeid Family Trust	Ascent Childcare Centre
B2025/723	WDNK Pty Ltd	Woodville Day Nursery and Kindergarten
B2025/724	Kodomo Care Pty Ltd	Brilliant Beginnings Childcare
B2025/725	The Trustee for the Sanctuary at Hillside Unit Trust	The Sanctuary at Hillside
B2025/726	Dimitrakis Pty Ltd	Creative Play Childcare and Early Learning Centre
B2025/727	Treetops Early Learning Centres Pty Ltd	Treetops Early Learning Centre – Findon Treetops Early Learning Centre – Wattle House Treetops Early Learning Centre – Stepney
B2025/728	The Trustee for Childcare Adventures Unit Trust	Creative Play Early Learning Centre
B2025/738	The Trustee for IS Holdings Unit Trust	Inverloch Childcare

B2025/739	Cuddles Childcare Canning Vale Pty Ltd	Cuddles Early Learning and Childcare Canning Vale
B2025/740	C.L Savage & J.L Tidd	Evolve Early Learning and Kindergarten
B2025/741	Emmikins Enterprises Pty Ltd	Emmikins ELC
B2025/743	Cuddles Childcare Centre- Carlisle Pty Ltd	Cuddles Early Learning and Childcare Carlisle
B2025/744	Cuddles Childcare East Byford Pty Ltd	Cuddles Early Learning and Childcare East Byford
B2025/745	Cuddles Childcare Swan View Pty Ltd	Cuddles Early Learning and Childcare Swan View
B2025/746	Cuddles Childcare Centre Two Rocks Pty Ltd	Cuddles Early Learning and Childcare Two Rocks
B2025/747	Cuddles Childcare Centre Byford Pty Ltd	Cuddles Early Learning and Childcare Byford
B2025/748	Cuddles Childcare Centre Bertram Pty Ltd	Cuddles Early Learning and Childcare Bertram
B2025/749	Cuddles Childcare Centre Beckenham Pty Ltd	Cuddles Early Learning and Childcare Beckenham
B2025/750	Cuddles Childcare Thornlie Pty Ltd	Cuddles Early Learning and Childcare Thornlie
B2025/751	Cuddles Childcare Centre Kelmscott Pty Ltd	Cuddles Early Learning and Childcare Kelmscott
B2025/753	Cuddles Childcare Centre South Lake Pty Ltd	Cuddles Early Learning and Childcare South Lake
B2025/754	The Rozelle Child Care Centre Ltd	Rozelle Child Care Centre
B2025/755	The Trustee for Jason Chemello Family Trust	Evergreen Early Learning
B2025/756	Pico Early Learning Centre & Kindergarten (Vic) Pty Ltd	Pico Early Learning Centre & Kindergarten Pakenham Pico Early Learning Centre & Kindergarten Endeavour Hills
B2025/757	Alkimos School of Early Learning Pty Ltd	Alkimos School of Early Learning
B2025/758	SN Chemello Pty Ltd	Little Legends Yokine
B2025/759	The Trustee for The Burton Family Trust	Bambi Child Care Centre Bambi Child Care Centre – Fitzgerald

ANNEXURE B

Variations



Family First Early Learning

Proposed Variation :

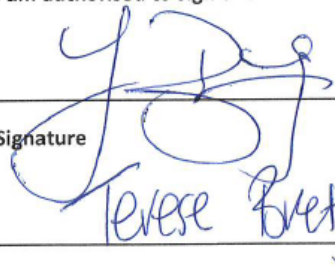
That pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* to be varied to add the Employer listed below as an Employer covered by the agreement.

Business Name	Trading Name	Address	ABN
Trayhern Family Investments Pty Ltd	Family First Early Learning	90 Virginia Road Virginia NT 0834	81 645 754 016

Signatures

Employer / Employer Representative

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

Signature 
Terese Bretag

Full Name

Approved Provider / Director

Title / Authority to Sign

90 Virginia Rd, Virginia 0834

Address (including State and Postcode)

Date : 24/4/25

Employee Representative

K. Stewart

Signature

Kylie Stewart

Full Name

Assistant Director

Employee Title

90 Virginia Rd Virginia NT 0834

Address (including State and Postcode)

Date : 24/4/2025

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
Noarlunga Community Childrens Centres Inc	Noarlunga Community Children's Centres	5 Windsong Court Morphett Vale 5162	26 020 035 572

Signatures

Employer/Employer representative

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



Signature

Julianne Warman

Full Name

Director / Nominated Supervisor

Title/Authority to Sign

4 Alexander Kelly Drive, Noarlunga
centre 5168

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*

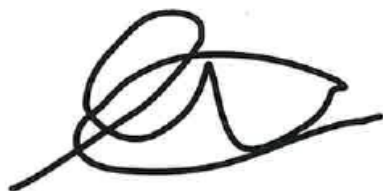
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name	Address	ABN/ACN
Gosford cubbyhouse occasional/long day care centre incorporated	Gosford Cubbyhouse	3 Henry Wheeler place , Gosford NSW 2250	47 577 322 725

Signatures

Employer/Employer representative

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



Signature

Sophie Jaros

Full Name

Administration

Title/Authority to Sign

3 Henry Wheeler place Gosford 2250 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)

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
Adelaide University Childcare Services Inc	Waite Campus Childrens Centre Adelaide Campus Childrens Centre	Entry 6, Paratoo Rd, Urrbrae, SA	33 786 009 485

Signatures

Employer/Employer representative

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



Signature

ELEANOR BEHRENS

Full Name

CENTRE DIRECTOR (WAITE)

Title/Authority to Sign

ENTRY 6, PARATOO ROAD, URRBRAE, SA, 5064

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	Centre name and address	ABN/ACN
Blinky Bill Early Learning Portland INC	Blinky Bill Early Learning Portland 1 Vale Street Portland NSW 2847	11 527 784 059

Signatures

Employer Representative

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



Signature

Kaya Knowles

Full Name

President of the management committee

Title

78 McManus Rd

Address (including State and Postcode)

Meadow Flat NSW 2795

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.

B. Mahoney

Signature

Breannan Mahoney

Full Name

Educator

Title

86 Rabaul street Lithgow NSW 2790

Address (including State and Postcode)

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

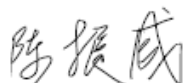
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
BRIGHT SUNSHINE CHILDREN CENTRE PTY LTD	Bright Sunshine Children Centre 1 Bruce St Bexley NSW 2207	50 635 455 542

Signatures

Employer Representative

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



Signature

David Zhenwei Chen

Full Name

Service Manager

Title

1 Bruce St Bexley NSW 2207

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

Yanrong Wang

Full Name

Educator Team Leader

Title

1 Bruce St Bexley NSW 2207

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
CESSNOCK MULTIPURPOSE CHILDREN'S CENTRE LTD	CESSNOCK MULTI-PURPOSE CHILDRENS CENTRE PTY LTD 5 Dudley Street Cessnock NSW 2325	81 002 428 908

Signatures

Employer Representative

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

B S Rodham

Signature

Barbara Suzanne Rodham

Full Name

Chairperson

Title

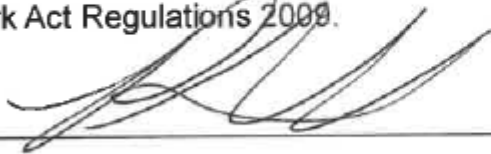
76 Greta St Aberdare

Address (including State and Postcode)

2325.

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

Rheannon Monk

Full Name

Team Leader, Educator

Title

265 Matheson St, Bellbird NSW 2325

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
ELTHAM WOODS CHILD CARE CO- OPERATIVE LTD	Eltham Woods Child Care Centre 50 Frank St Eltham VIC 3095	18 815 169 461

Signatures

Employer Representative

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



Signature

STEPHANIE LAWSON

Full Name

CHAIR PERSON


Title

70 BIBLE STREET, ELTHAM 3095

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

Peta Louise Johnston

Full Name

Early childhood Teacher

Title

17 Tara Court Yallambie VIC 3085

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
GAP COMMUNITY CHILDCARE CENTRE INC	Gap Community Early Learning Centre 17 Parke Crescent The Gap NT 0870	61 194 635 280

Signatures

Employer Representative

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

Sheena Russell

Signature

Sheena Russell

Full Name

Director/Public Officer

Title

17 Parke Cres, The Gap NT 0870

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.

Navjot Kaur 23/4/25
Signature

Navjot Kaur

Full Name

Educational Leader/ECT

Title

2/4 Simounds Street, Braitling, NT 0870

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
HORSHAM & DISTRICT KINDERGARTEN ASSOCIATION INC	Emerge Early Years Services 22 Mclachlan Street Horsham VIC 3400	65 670 142 871

Signatures

Employer Representative

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



Signature

ELENA ROSE NAPOVI

Full Name

CEO

Title

1118 MARATHON AVE ST ALBANS VIC

Address (including State and Postcode)

3021

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.

Nickia Smith

Signature

Nickia Smith

Full Name

Miss Educator .

Title

31 George Street, Nhill Victoria 3418

Address (including State and Postcode)

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

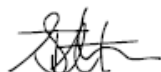
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Harrison St Early Education Inc.	Harrison St Early Education 54 Harrison St Cardiff NSW 2285	53 761 539 383

Signatures

Employer Representative

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



24/4/2025

Signature

Teesha Scott

Full Name

Vice President - Harrison Street Early Education Committee

Title

35B Helen St, Cardiff South, NSW 2285

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.

Melanie Farr 24/4/25

Signature

Melanie Farr

Full Name

Early Childhood Teacher

Title

23 Dorrigo St Wallsend, NSW 2287

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
CONNECT CHILD & FAMILY SERVICES LIMITED	Connect Children and Families 48-50 Oaklands Road Hazelbrook NSW 2779	54 617 948 231

Signatures

Employer Representative

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



Signature

Rosemary Bishop

Full Name

Chair – Connect Board

Title

Connect Child and Family Services, 48-50 Oaklands Road,
Hazelbrook, NSW 2779

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

Jessica Hendy
Full Name

Diploma Educator
Title

48-50 Oaklands rd, Hazelbrook NSW 2779
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
Prom Coast Centres for Children Inc.	Prom Coast Centres for Children Inc. 30-32 Pioneer Street Foster VIC 3960	70 956 155 799

Signatures

Employer Representative

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



Signature

Ralph Hubbert

Full Name

Vice President PCCC Inc.

Title

14 Parkview Cres. Foster Vic 3960.

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.

Wilson

Signature

Alexandra Wilson

Full Name

Educator

Title

2/20 Winchester Street, Foster 3960

Address (including State and Postcode)

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

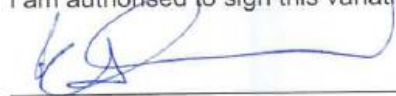
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Sproson-Colliver Unit Trust	Our Learning Steps Childcare and Kindergarten, 2-4 Old Wells Road, Patterson Lakes, VIC, 3197	ABN: 58288094125

Signatures

Employer Representative

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



Signature

Peter Colliver

Full Name

Approved Provider

Job Title

2-4 Old Wells Road, Patterson Lakes, VIC, 3197

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.

Tm

Signature

Tamika Metters

Full Name

Educator

Job Title

2-4 Old Well Road, Patterson Lakes,
Address (including State and Postcode) VIC, 3197

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

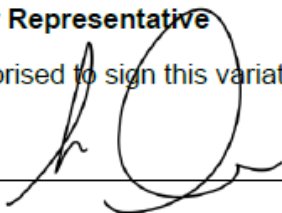
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Lifetime Learners LDC PTY LTD	Lifetime Learners Long Day Care and Preschool 1 Massa Place Claremont NSW 2747	12 152 549 123

Signatures

Employer Representative

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



Signature

Leanne Jundi

Full Name

Area Manager

Title

1 Massa Place CLAREMONT MEADOWS NSW 2747

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

Simone Bowdidge

Full Name

Educational Leader

Title

1 Massa Place CLAREMONT MEADOWS NSW 2747

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
SURREY DOWNS COMMUNITY CHILDRENS CENTRE INCORPORATED	SURREY DOWNS COMMUNITY CHILDRENS CENTRE INC 76 Illyarrie Avenue Surrey Downs SA 5126	43 069 786 826

Signatures

Employer Representative

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



Signature

Samantha Jayne Bartsch

Full Name

Director at Surrey Downs Community Children's Centre

Title

64 Bowen Road, Tea Tree Gully SA 5091

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

Kirsty Marie McPherson

Full Name

Assistant Director

Title

4 Malta Court, Greenwith, SA 5125.

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
THE OUTBACK MOBILE RESOURCE UNIT INC	THE OUTBACK MOBILE RESOURCE UNIT INC 66 Thomas Lane Broken Hill NSW 2880	60 069 484 918

Signatures

Employer Representative

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



Bessie Thomas (Apr 22, 2025 17:20 GMT+10)

Signature

Bessie Anne Thomas

Full Name

Grazier/ President of Committee

Title

Burragan Station, 8100 Baden Park Road

Address (including State and Postcode)

Cobar NSW 2835

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

Marney Suzanne Crozier

Full Name

Child Care Worker

Title

26 Sturt Street, Tibooburra NSW 2880

Address (including State and Postcode)

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

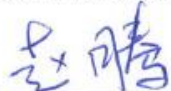
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
JOYFUL RAINBOW PTY LTD	Rainbow Child Care Centre at Westfield Marion 302/297 Diagonal Rd Oaklands Park SA 5046	83 125 321 691

Signatures

Employer Representative

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



Signature



Full Name



Title

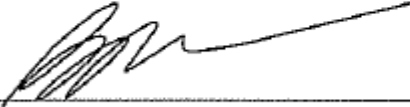


Address (including State and Postcode)



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

Ben Luke Treseder

Full Name

HSR Officer

Title

8 Malbec Close, Myponga SA, 5202

Address (including State and Postcode)

Proposed Variation of Early Childhood Education and Care Multi-Employer Agreement 2024-2025



PO Box 1050 Woden ACT 2606

PH 6281 3121

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
WODEN EARLY CHILDHOOD CENTRE INCORPORATED	Woden Early Childhood Centre Inc 98 Easty Street Phillip ACT 2606	65 514 661 896

Signatures

Employer Representative

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



Signature

Reesha Stefek

Full Name

Centre Director

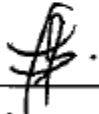
Title

86 Fox Road Royalla 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

Fiera Tjiu

Full Name

Educational Leader

Title

6 Bagshaw Place Bonython ACT 2905

Address (including State and Postcode)

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

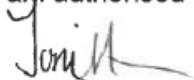
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
TRELOAR CHILD CARE CENTRE INC	TRELOAR CHILD CARE CENTRE INC 4 Treloar Close South Hedland WA 6722	21 313 057 807

Signatures

Employer Representative

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



Signature

Toni McMahon

Full Name

Treloar Child care centre chairperson

Title

9 crake street SOUTH HEDLAND WA 6722

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.

AJ Honey

Signature

Amanda Jayne Honey

Full Name

Assistant Educator

Title

31 Robinson street Port Hedland W.A 6721

Address (including State and Postcode)

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

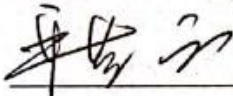
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
ZHANG, YANYUN	Little Diggers Pre-school and Child Care Centre 24 Kaolin Street Lightning Ridge NSW 2834	27 659 412 550

Signatures

Employer Representative

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



Signature

Yanyun zhang

Full Name

service provider

Title

24 Kaolin Street, Lightning Ridge NSW 2834

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.

P. Platts.

Signature

Patricia Platts.

Full Name

Educator.

Title

24 Kaolin St Lightning Ridge NSW 2834.

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
POSSUMS CNR CHILD CARE CENTRE INC	Possums Cnr Child Care Centre Inc 708 Mowbray Road Lane Cove NSW 2066	83 434 625 348

Signatures

Employer Representative

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



Signature

Jeremy Johnson

Full Name

President

Title

C/O 708 Mowbray Road Lane Cove NSW 2066

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

Linda Hearne

Full Name

Drecker

Title

209 Tryon Road East Lindfield NSW 2070

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
CASSNIC CHILDCARE DEVELOPMENTS PTY LTD	Bloom Early Learning Centre 47-49 Glen Iris Road Glen Iris VIC 3146	70 601 793 257

Signatures

Employer Representative

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



Signature

Claire Thomson

Full Name

Centre Manager

Title

Address (including State and Postcode)

816-8 Canterbury Close, Rowville, 3178, Vic

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.

MBT

Signature

Muthutantrige Resham Tissera

Full Name

Lead Educator -

Title

No - 1 - Grandview - Av - Mulgrave 3170

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
THE NINTIRRI CENTRE INCORPORATED	Nintirri Early Learning Centre 9 South Road Tom Price WA 6751	59 634 306 630

Signatures

Employer Representative

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



Signature

Kristen Blunsdon

Full Name

HR Manager

Title

711 Yiluk St, Tom Price WA 6751

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.

CNavin.

Signature

Claudia Navin

Full Name

Title

Educator

Address (including State and Postcode)

189 West Rd, Tom Price 6751

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:

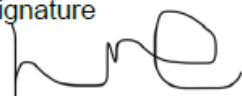
Business name	Centre name and address	ABN/ACN
EWIN EARLY LEARNING CENTRE INC	Ewin Early Learning Centre Inc 1 Chestnut Avenue Kununurra WA 6743	23 103 213 929

Signatures

Employer Representative

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

Signature



Full Name

Lynsey Maria Cavlovic

Title

Chairperson

Address (including State and Postcode)

4 Sorghum Place, Kununurra WA 6743

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

Jessie Bunker

Full Name

Business Service Officer

Title

28a Livistona Street Kununurra WA 6743

Address (including State and Postcode)

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

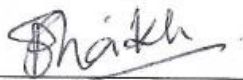
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
S & S KINDERGARTEN PTY LTD	Picnic Point Preschool and Childcare Centre 134 Picnic Point Rd Picnic Point NSW 2213	20 102 952 027

Signatures

Employer Representative

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



Signature

Preeti Shaikh

Full Name

Director

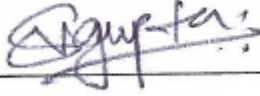
Title

41 Linda St Belfield NSW 2191

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

Shweta Gupta

Full Name

Educator

Title

Unit 234C, 721 Canterbury Rd Belmore NSW 2192

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:

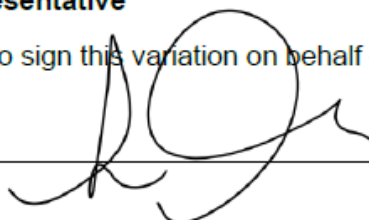
Business name	Centre name and address	ABN/ACN
The Learning Jungle Pty Ltd	The Learning Jungle Long Day Care and Preschool 137-139 Victoria Street WERRINGTON NSW 2747	64 126 448 780

Signatures

Employer Representative

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

Signature



Leanne Jundi

Full Name

Area Manager

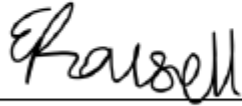
Title

137-139 Victoria Street WERRINGTON NSW 2747

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

Emily Rousell

Full Name

Educational Leader

Title

137-139 Victoria Street WERRINGTON NSW 2747

Address (including State and Postcode)

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

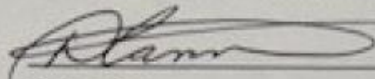
Pursuant to section 216A of the Fair Work Act 2009 (Cth), the Early Childhood Education and Care Multi-Employer Agreement 2024-2026 be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CITY CHILD CARE CENTRE INC	CITY COMMUNITY CHILDREN'S CENTRE INC 104 Gilbert Street Adelaide SA 5000	80 925 912 411

Signatures

Employer Representative

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



Signature

Full Name

Debra Carman

Title

Nominated Supervisor/ Director /PMC

Address (including State and Postcode)

23 Red Road Blackwood 5051 South Australia

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.

Ania Wegiel
Signature

Full Name

Ania Wegiel

Title

Team Co-ordinator

Address 104 Gilbert Street Adelaide 5000 South Australia

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

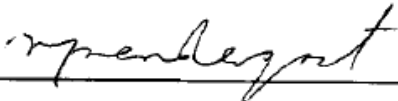
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for THE M & S PRENDERGAST FAMILY TRUST	Sonas Early Learning & Care Huntingdale, 7 Limbee Glade, Huntingdale, WA, 6110	ABN: 38301895149

Signatures

Employer Representative

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



Signature

Mark William Prendergast

Full Name

Director

Job Title

69 Poincaine St, Balcattha WA 6021

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

Hazena Akter Bristi

Full Name

Educator

Job Title

3/38 Dorothy St, GOSNELL WA 6110

Address (including State and Postcode)

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

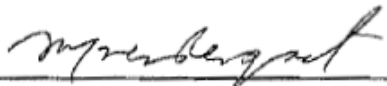
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for GosnellsCC Unit Trust	Sonas Early Learning & Care Gosnells, 69 Wheatley St, Gosnells, WA, 6110	ABN: 77280230773

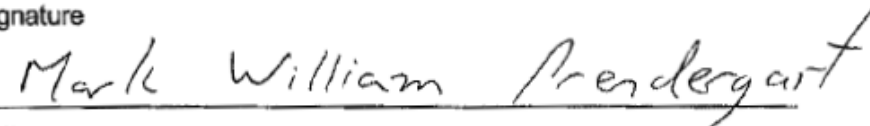
Signatures

Employer Representative

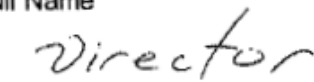
I am authorised to sign this variation on behalf of the Employer listed in the variation



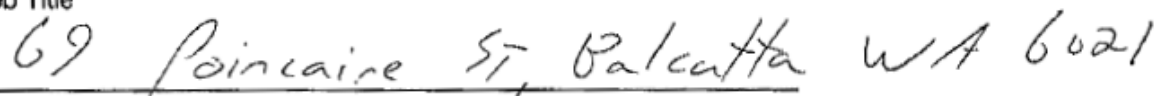
Signature



Full Name



Job Title



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.

VPs
Signature

VPs
Full Name

Kimberly dawn Ryde, EDUCATOR (DIPLOMA QUALIFIED).
Job Title

8 Brookside ave Kelmscott 6111
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
Acorn Child Care Centre Pty Ltd	Acorn Gin Gin, 47 Somerset Street, Gin Gin, QLD, 4671	ABN: 72110120280 ACN: 110120280

Signatures

Employer Representative

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


Signature

K M BROWN
Full Name

FINANCE MANAGE - ACORN
Job Title

12 BRANYAN ST BUNDABERG 4670
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 Gibson

Full Name

Educator

Job Title

9 Manning St Gin Gin Qld

Address (including State and Postcode)

4671

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

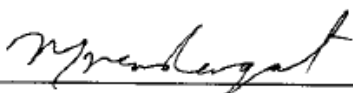
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for BBBP Unit Trust	Sonas Early Learning & Care Spearwood, 245 Rockingham Road, Spearwood, WA, 6163	ABN: 35265159514

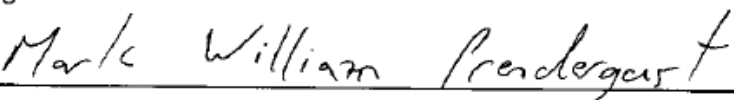
Signatures

Employer Representative

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



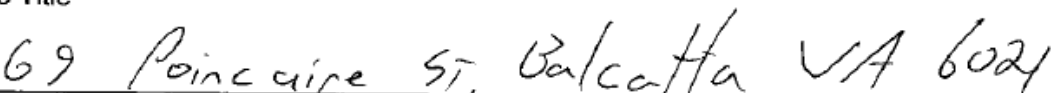
Signature



Full Name



Job Title



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.

~~D. BUNSY~~

Signature

DHARMA LAKSHMEE DEVI BUNSY

Full Name

LEAD EDUCATOR / ACM

Job Title

21 EZEKIEL AVE, CANNINGVALE 6155

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 Wanneroo CC Unit Trust	Sonas Early Learning & Care Wanneroo, 950 Wanneroo Road, Wanneroo, WA, 6065	ABN: 61 211 410 568

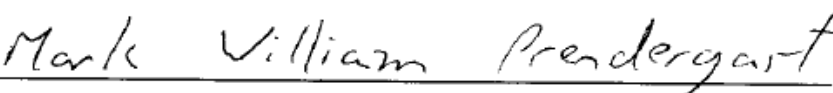
Signatures

Employer Representative

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




Signature



Full Name



Job Title



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

Emma Rose Davis

Full Name

Site Manager

Job Title

22 Egham Road Lathlain 6100 Perth W.A.

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
Bay Island Early Learning and Care Pty Ltd	Bay Island Early Learning and Care 172 High Central Road, Macleay Island Australia 4184 Queensland	ABN: 66143544638 ACN: 143544638

Signatures

Employer Representative

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



Signature

PETRAE TERESA MCLEAN

Full Name

ECT / AUTHORISED OFFICER

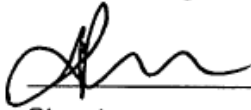
Job Title

172 HIGH CENTRAL ROAD, MACLEAY ISLAND. QLD. 4184.

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

Alison Grace Kerr.

Full Name

Administration.

Job Title

172 High Central Rd, Mackay Island, 4184
Queensland.

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
Childcare First Pty Ltd	Bela Babes, 134-136 Hampden Road, Artarmon, New South Wales, 2064, Australia	ABN 26 106 872 977 ACN 106 872 977

Signatures

Employer Representative

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



Signature

FRASER UPFOLD

Full Name

DIRECTOR

Job Title

SUITE 1, 134-136 HAMPDEN ROAD, ARTARMON, NSW, 2064

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.

Natalia Rodrigues

Signature

Natalia Regina Pereira Rodrigues

Full Name

CENTRE DIRECTOR

Job Title

Suite 1, 134-136 Hampden Road, ACTARMA, NSW, 2064

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 Woodbridge Unit Trust	Sonas Early Learning & Care Woodbridge, 29 Morrison Road, Woodbridge, WA, 6056	ABN: 55182764929

Signatures

Employer Representative

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



Signature

Mark William Prendergast

Full Name

Director

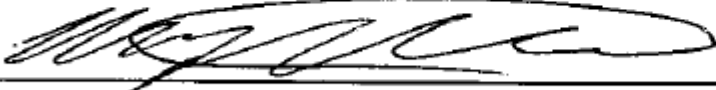
Job Title

69 Poincarre St, Balcutta WA 6021

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 Horraine Clark.

Full Name

Centre Manager.

Job Title

21 Raven Grove Ellenbrook W.A 6069.

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 Star Early Learning Trust	Hocking Stars Early Learning Centre 1 Turin Entrance, Perth Australia 6065 WA	ABN: 38 902 921 781

Signatures

Employer Representative

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



Signature

Audrey Francisco

Full Name

Manager

Job Title

1 TURIN ENTRANCE HOCKING WA 6065

Address (including State and Postcode) (WESTERN AUSTRALIA)

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

Sheridan Simpson

Full Name

Assistant Director

Job Title

1 TURIN ENTRANCE HOCKING, WA, 6065

Address (including State and Postcode)

(Western
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), 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 M & H Obeid Family Trust	Ascent Childcare Centre 118 Whalans Road Greystanes 2145 NSW Ascent Childcare Centre 48 Bathurst Street Greystanes 2145 NSW	ABN: 91 807 297 398

Signatures

Employer Representative

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

Moulouk Obeid

Signature

MOULOUK OBEID

Full Name

DIRECTOR

Job Title

277 OLD PROSPECT RD GREYSTANES NSW 2145

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.

Shaw
Signature

DAMANSIT SANDHU
Full Name

EDUCATIONAL LEADER
Job Title

16 OLDFIELD STREET GREYSTANES NSW 2145
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
WDNK PTY LTD	Woodville Day Nursery and Kindergarten, 78 Findon Road, Woodville West, SA, 5011	ABN: 56664615196 ACN: 664615196

Signatures

Employer Representative

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


Signature

Tanya Marie Robinson

Full Name

Owner/Manager

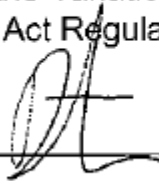
Job Title

78 Findon Road Woodville West SA 5014

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

Peta Cummins

Full Name

Assistant Director/Team Leader

Job Title

74 Selth Street Albert Park SA 5014

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
Kodomo Care Pty Ltd	Brilliant Beginnings Childcare 107 The Boulevard Australind Australia 6233 WA	ABN: 14 673 608 896 ACN: 673 608 896

Signatures

Employer Representative

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

Louise Lont

Signature

Louise Kathleen Lont

Full Name

Brilliant Beginnings Director

Job Title

159 capel Drive Capel WA 6271

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

Liam Allan Carroll

Full Name

2IC/Second in Charge

Job Title

30 Columbine Terrace, GLEN IRIS BUNBURY WA 6230

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 SANCTUARY AT HILLSIDE UNIT TRUST	The Sanctuary at Hillside, 2 Sunningdale Drive, Hillside, VIC, 3037	ABN: 90188232506 ACN: 161513024

Signatures

Employer Representative

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



Signature

Kellie Anne Normington

Full Name

OWNER

Job Title

2 SUNNINGDALE DRIVE, HILLSIDE, VICTORIA, 3037

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

Tegan Maree Knight

Full Name

Customer Support

Job Title

2 Sunningdale Ave, Hillside

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
Dimitrakis Pty Ltd	Creative Play Childcare and Early Learning Centre, 1 Templestowe Road, Bulleen, Victoria, 3105	ABN: 16 097 011 491

Signatures

Employer Representative

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


Signature

GEORGINA DIMITRAKIS
Full Name

DIRECTOR
Title

1 TEMPLESTOWE ROAD, Bulleen,
Address (Including State and Postcode)

VICTORIA, 3105.

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.

Frances Proietto

Signature

FRANCES PROIETTO

Full Name

Assistant Director

Title

1 Templestowe Rd, Bulleen, 3105

Address (including State and Postcode)

VICTORIA

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
TREETOPS EARLY LEARNING CENTRES PTY LTD	Treetops Early Learning Centre - Findon at 110 Findon Road Woodville West Adelaide 5011 SA Treetops Early Learning Centre - Wattle House at 51 Henry Street Stepney 5069 SA Treetops Early Learning Centre – Stepney at 51a-53 Henry Street Stepney 5069 SA	ABN: 38 125 616 793

Signatures

Employer Representative

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



Signature

Jackie Jackman

Full Name

Director/Approved Provider

Job Title

Suite 3, 1-5 Wakefield St, Kent Town SA 5067

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

Priyanga Gonsalkorala

Full Name

Director

Job Title

110 Findon Road, Woodville West SA 5011

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 CHILDCARE ADVENTURES UNIT TRUST	Creative Play Early Learning Centre, 522-524 Doncaster Road, Doncaster, VIC, 3108	ABN: 86427139752

Signatures

Employer Representative

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


Signature

GEORGINA DIMITRAKIS
Full Name

DIRECTOR.
Job Title

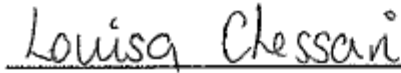
522-524 DONCASTER ROAD, DONCASTER,
Address (including State and Postcode) VIC, 3108.

Employee Representative

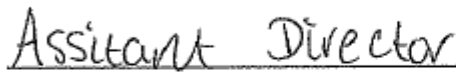
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



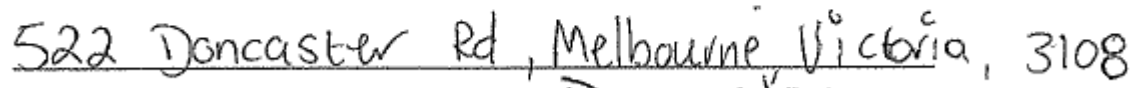
Signature

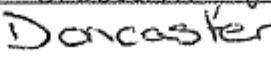


Full Name



Job 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 IS Holdings Unit Trust	Inverloch Childcare 11 Williams Street Inverloch Australia 3996 VIC	ABN: 43 634 883 974

Signatures

Employer Representative

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

Angela Webster

Signature

Angela Webster

Full Name

PMC

Job Title

11 Williams Street Inverloch Vic 3996

Address (including State and Postcode)

Employee Representative

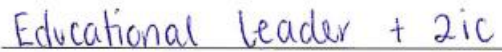
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



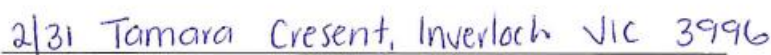
Signature



Full Name



Job Title



Address (including State and Postcode)

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

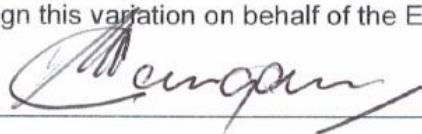
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CANNING VALE PTY LTD	Cuddles Early Learning and Childcare Canning Vale 96-98 Warratah Blvd Canning Vale 6155 WA	ABN: 81 660 487 543

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A. 6122

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

Marie Christine Bellah (Annick)

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 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
C. I. SAVAGE & J. L. TIDD	Evolve Early Learning and Kindergarten, 189-195 Torquay Road, Grovedale, VIC, 3216	ABN: 27953547731

Signatures

Employer Representative

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



Signature

Carol Tidd

Full Name

Owner/Managing Director

Job Title

189-195 Torquay Road, Grovedale, 3216

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

Adriana Repcak

Full Name

Business Manager

Job Title

189-195 Torquay Road, Grovedale, 3216

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
Emmikins Enterprises Pty Ltd	Emmikins ELC 694 Whitehorse Road, Mitcham Australia 3132 Victoria	ABN: 98155606929 ACN: 155606929

Signatures

Employer Representative

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

Betheia Lele

Signature



Full Name

Director

Job Title

694 Whitehorse Rd, Mitcham 3180

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.

Brianna BANKUTI

Signature



Full Name

2IC

Job Title

3A Plaza court Lilydale 3140

Address (including State and Postcode)

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

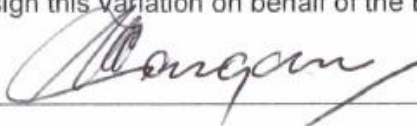
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE- CARLISLE PTY LTD	Cuddles Early Learning and Childcare Carlisle 76-80 Oats Street Carlisle 6101 WA	ABN: 16 116 729 385

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, Byford W.A 6122

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

Lutchmee Rughoobur

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A 6122

Address (including State and Postcode)

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

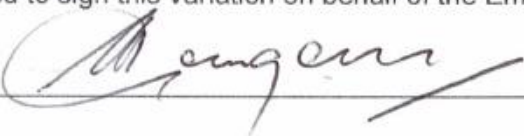
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE EAST BYFORD PTY LTD	Cuddles Early Learning and Childcare East Byford 15 Beenyup Road Byford 6122 WA	ABN: 87 660 487 570

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

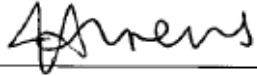
Job Title

PO Box 390, BYFORD W.A. 6122

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

Jessica Ahrens

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 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
CUDDLES CHILDCARE SWAN VIEW PTY LTD	Cuddles Early Learning and Childcare Swan View 386 Morrison Road Swan View 6056 WA	ABN: 51 673 189 850

Signatures

Employer Representative

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



Signature

Allan Carver

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A. 6122

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

Poojaben Desai

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

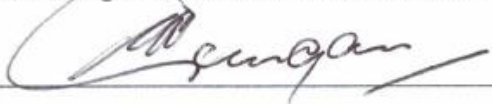
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE TWO ROCKS PTY LTD	Cuddles Early Learning and Childcare Two Rocks 23-27 Gift Way Two Rocks Australia 6037 WA	ABN: 96626216046

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A. 6122

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

Anna Touw

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

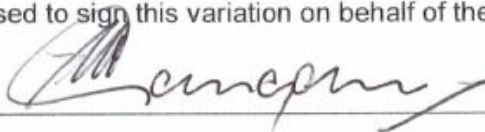
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE BYFORD PTY LTD	Cuddles Early Learning and Childcare Byford 4 Warrington Road Byford 6122 WA	ABN: 53629341297

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

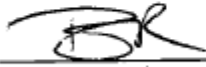
Job Title

PO Box 390, BYFORD W.A. 6122

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

Bethanie Robinson

Full Name

Assistant Operations Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

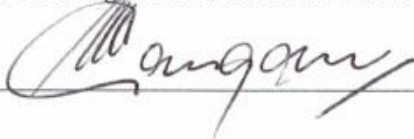
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Cuddles Childcare Centre Bertram Pty Ltd	Cuddles Early Learning and Childcare Bertram 1 Ascot Parkway Bertram 6167 WA	ABN: 28123153015

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

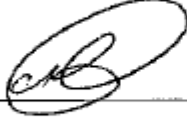
Job Title

PO Box 390, BYFORD W.A 6122

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

Miranda Christensen

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A 6122

Address (including State and Postcode)

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

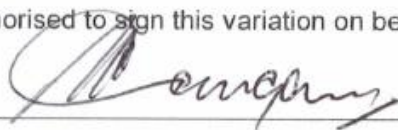
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE BECKENHAM PTY LTD	Cuddles Early Learning and Childcare Beckenham 177 William Street Beckenham 6107 WA	ABN: 46 651 048 887

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A. 6122

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

Jenna-Lee Chetwynd

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

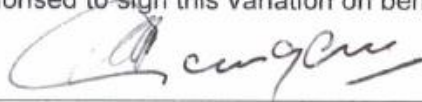
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE THORNIE PTY LTD	Cuddles Early Learning and Childcare Thornlie 1 Ravenhill Road Thornlie 6122 WA	ABN: 19663432371

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

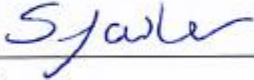
Job Title

PO Box 390, BYFORD W.A. 6122

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

Stacey Fowler

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

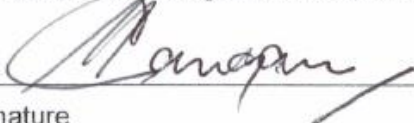
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE KELMSCOTT PTY LTD	Cuddles Early Learning and Childcare Kelmscott Unit 3/2 Page Road Kelmscott 6111 WA	ABN: 14621846133

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A. 6122

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

Courtney Holloway

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 6122

Address (including State and Postcode)

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

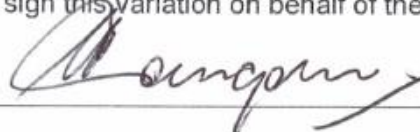
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CUDDLES CHILDCARE CENTRE SOUTH LAKE PTY LTD	Cuddles Early Learning and Childcare South Lake 43/620 North Lake Rd South Lake Australia 6164 WA	ABN: 89 618 902 104

Signatures

Employer Representative

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



Signature

Norman Langan

Full Name

Company Director

Job Title

PO Box 390, BYFORD W.A 6122

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

Rachel Scaife

Full Name

Centre Manager

Job Title

PO Box 390, BYFORD W.A. 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), 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
The Rozelle Child Care Centre Ltd	Rozelle Child Care Centre	Callan Park, Gate A, The Gatelodge, Cnr Balmain Rd & Cecily St, Lilyfield, NSW, 2040.	15 002 871 650

Signatures

Employer/Employer representative

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



Signature

Dimitra Nikoloulis

Nominated Supervisor/Director

4 Tasker Ave Clemton Park, NSW, 2206.

Independent Education Union

On behalf of employees:



Signature

Carol Matthews

Full Name

Secretary, IEU NSW/ACT Branch

Title/Authority to Sign

488-501 Wattle Street, Ultimo NSW 2007

Address (including State and Postcode)

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

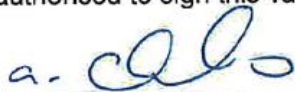
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for Jason Chemello Family Trust	Evergreen Early Learning 104 Cockman Road, Greenwood Australia 6024 WA	ABN: 71 144 303 064

Signatures

Employer Representative

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



Signature

Ann Marie Chemello

Full Name

Service Provider

Job Title

49129 Hasting Street Scarborough

Address (including State and Postcode)

WA 6019

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

Eimear Lancaster

Full Name

Centre Director

Job Title

2/14 Kindra Way, Nollamara 6061

Address (including State and Postcode)

WA

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
PICO EARLY LEARNING CENTRE & KINDERGARTEN (VIC) PTY LTD	PICO EARLY LEARNING CENTRE & KINDERGARTEN PAKENHAM at 2/2-6 Princess Highway, Pakenham, VIC, 3810 PICO EARLY LEARNING CENTRE & KINDERGARTEN ENDEAVOUR HILLS at 23 Oban Close, Endeavour Hills, VIC, 3802	ABN: 76650464127

Signatures

Employer Representative

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


Signature

HAYLEY SMITHSON
Full Name

DIRECTOR
Job Title

95 PARK ORCHARD DRIVE PAKENHAM VIC
Address (including State and Postcode) 3810.

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

Teresa Joseph

Full Name

CARRERA TERESA JOSEPH

Job Title

CENTRE DIRECTOR

Address (including State and Postcode)

20 GLORIA AVENUE, DANDENONG NORTH,
VIC 3175

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
ALKIMOS SCHOOL OF EARLY LEARNING PTY LTD	Alkimos School of Early Learning 44 Santorini Prom Alkimos Australia 6038 WA	ABN: 34 611 747 196

Signatures

Employer Representative

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



Signature

Ann Marie Chenek

Full Name

Management

Job Title

49/29 Hastings St Scarborough
WA 6019

Address (including State and Postcode)

Employee Representative

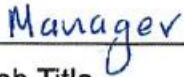
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



Signature



Full Name



Job 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
SN CHEMELLO PTY LTD	Little Legends Yokine 61 Woodrow Avenue Yokine Australia 6060 WA	ABN: 66 663 260 473

Signatures

Employer Representative

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



Signature

Ann Marie Chemello

Full Name

Management

Job Title

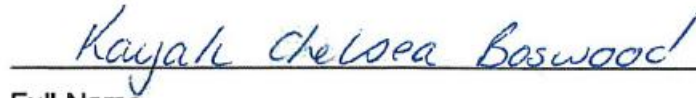
49129 Hasting St Scarborough
Address (including State and Postcode) WA 6019

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.



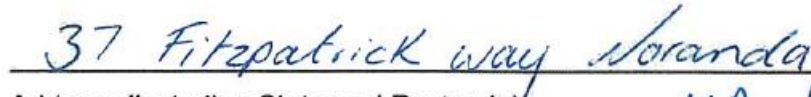
Signature



Full Name



Job Title



Address (including State and Postcode)

WA 6062

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 BURTON FAMILY TRUST	Bambi Child Care Centre 166 Augustus Street, Geraldton Western Australia 6530 Bambi Child Care Centre – Fitzgerald 175 Fitzgerald Street, Geraldton Western Australia 6530	ABN: 92289369892

Signatures

Employer Representative

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



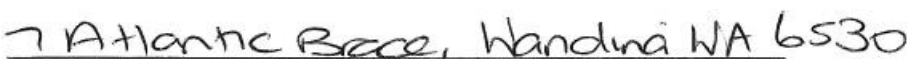
Signature



Full Name



Job Title



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.

K. miller
Signature

Full Name

Katelin Maive Millar

Job Title

Nominated Supervisors

Address (including State and Postcode)

9 Dorothy Street Geraldton WA. 6530.

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 [\[2025\] FWC 1179](#).

⁶ Section 216AAA(1) of the FW Act.

⁷ Section 216AAA(2) of the FW Act.

⁸ Section 216A(4) of the FW Act.

⁹ B2025/614.

¹⁰ See *March 2025 variations decision* at [35], [36].

¹¹ See the *January 2025 variations decision* at [46] to [56].

¹² See *March 2025 variations decision* at [44] to [55].

¹³ [\[2023\] FWCFB 176](#) at [60].