



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

Lefroy Road Child Care Centre trading as Lefroy Road Child Care Centre Inc and Others

(B2025/790, B2025/791, B2025/793, B2025/806, B2025/807, B2025/810, B2025/832, B2025/833, B2025/834, B2025/835, B2025/836, B2025/837, B2025/838, B2025/839, B2025/840, B2025/844, B2025/845, B2025/846, B2025/847, B2025/848, B2025/849, B2025/850, B2025/851, B2025/853, B2025/854, B2025/855, B2025/856, B2025/857, B2025/858, B2025/859, B2025/860, B2025/861, B2025/862, B2025/869, B2025/870, B2025/871)

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

Children's services

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 10 JUNE 2025

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

[1] This matter concerns 36 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 limited 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 limited exceptions, the applications were made within 14 days after the variations were made. In those few matters, which were lodged outside of that period, I have extended the period because I considered that it was fair to do so in accordance with s.216AA(3)(b) of the FW Act.

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

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

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

The other approval requirements – s.216AB

Consistency with the supported bargaining authorisation requirements

[19] The Commission must approve the variation if it is satisfied (amongst other requirements and exceptions) that it would have been required to make a supported bargaining authorisation under s.243 and s.243A of the FW Act. These requirements are modified by s.216AC to remove any reference to an authorisation application being made and to remove certain other considerations from s.243(1)(b).⁹

[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.¹⁰

[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.¹¹

[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 found¹² 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 (10 June 2025).



DEPUTY PRESIDENT

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ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/790	Lefroy Road Child Care Centre	Lefroy Road Child Care Centre Inc
B2025/791	Conyngham Street Community Children's Centre Inc	Conyngham Street Community Children's Centre
B2025/793	Maryland Child Care Centre Inc	Maryland Care and Early Education Centre Incorporated
B2025/806	Camden Park Child Care Centre Incorporated	Camden Park Child Care Centre
B2025/807	The Trustee for TYMC Unit Trust	Prodigy Early Learning Centre – Fraser Rise
B2025/810	Crows Nest & District Children's Centre & Kindergarten Association Inc	Crows Nest Children's Centre
B2025/832	Adelaide Business Group Pty Ltd	Treehouse Childcare and Early Learning Centre
B2025/833	Molloy, Debra Maree	Wrigglers and Giggles Child Care Centre
B2025/834	The Gums Childcare Centre Pty Ltd	The Gums Childcare Centre
B2025/835	Wildwood Park Holdings Pty. Ltd.	Beaconsfield Children's Hub Kids on Queens Parade Childcare and Kindergarten
B2025/836	Bubup Womindjeka Family and Children's Centre Association Inc	Albert Park College Child Care Centre
B2025/837	Charlestown Child Care and Early Learning Centre Inc	Charlestown Child Care and Early Learning Centre Inc
B2025/838	Best Practice Education Pty Ltd	The Lookout Early Education Centre
B2025/839	Goomalling Gumnuts Inc	
B2025/840	Grove Learning Millthorpe Pty Ltd	Grove Start
B2025/844	Greythorn Early Childhood Centre Inc	Greythorn Early Childhood Centre
B2025/845	Jordmatt Pty Ltd	Fairyland Pre School Kindergarten
B2025/846	K & L International Pty Ltd	Minchinbury Early Learning Centre
B2025/847	Two Wells Community Children's Centre Incorporated	
B2025/848	Newman Day Care Centre Inc	
B2025/849	Mt Barker Community Child Care Centre Inc	
B2025/850	The Trangie Pre-School Kindergarten Association Ltd	The Trangie Pre-School Kindergarten Association

B2025/851	E & M Childcare Pty Ltd	Southern Highlands Early Childhood Centre Pine Cottage Early Education
B2025/853	Blayney Early Learners Pty Ltd	
B2025/854	Moresby Avenue Child Care Assoc Inc	Moresby Avenue Childcare & Early Learning Centre Inc
B2025/855	Kindred Kids Pty Ltd	Meadow Lane Early Learning
B2025/856	The Trustee for Ahsan's Family Trust	Al Ishraaq Pty Ltd
B2025/857	The Trustee for Love U Education Trust	Rainbow Kindy Moss Vale
B2025/858	Educating Enterprises Pty Ltd	Jabiru Teaching and Learning Centre
B2025/859	Little Nuggets Early Learning Centre Inc.	Little Nuggets Early Learning Centre
B2025/860	Aspen Community Early Learning Centre Incorporated	
B2025/861	Sisters of Charity of St Anne Inc	Preeti Kunj Child Care Centre
B2025/862	Modern Family Home Day Care Pty. Ltd.	Modern Family Early Learning
B2025/869	Cire Services Incorporated	Cire Children's Service – Mount Evelyn Cire Children's Centre – Yarra Junction
B2025/870	Marcrob Pty Ltd	Playmates Early Learning Centre
B2025/871	The Trustee for Luthe Family Trust	Cradle to Crayons Education and Care

ANNEXURE B

Variations

Lefroy Road Child Care Centre

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
Lefroy Road Child Care centre	Lefroy Road Child Care Centre Inc	77 Lefroy Road Beaconsfield 6162 WA	82701291675

Signatures

Employer/Employer representative

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

Signature



Full Name

Gladys Maria Perez

Title/Authority to Sign

Director

Address (including State and Postcode)

77. Lefroy road - Beaconsfield WA 6162

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

DirectorUWU

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
Conyngham Street Community Children's Centre Inc	Conyngham Street Community Children's Centre	34 Conyngham Street, Glenside SA 5065	ABN 19164790490

Signatures**Employer/Employer representative**

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


Signature

TESSA DIANNE CAREY
Full Name

DIRECTOR
Title/Authority to Sign

34 CONYNGHAM ST GLENSIDE SA 5065
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
MARYLAND CHILD CARE CENTRE INC	MARYLAND CARE AND EARLY EDUCATION CENTRE INCORPORATED	34-36 Boundary Rd Maryland, NSW, 2287	69 847 745 110

Signatures

Employer/Employer representative

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



Signature

Jessica Louise Fitzsimmons

Full Name

Vice Chair person - Management Committee .

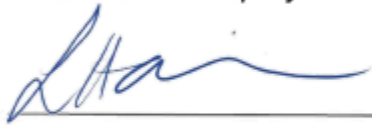
Title/Authority to Sign

97A Anabekal Dr Fletcher NSW 2287

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

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

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

Business name	Trading name	Address	ABN/ACN
Camden Park Child Care Centre Incorporated	Camden Park Child Care Centre	13-15 Carlisle Street Camden Park SA 5038	56 306 247 042

Signatures

~~Employer~~/Employer representative

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



Signature

NATALIE PAIGE NEWLYN

Full Name

DIRECTOR

Title/Authority to Sign

12 BATHBANK CRESCENT SHEIDOW PARK

Address (including State and Postcode)

SA 5158

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
The Trustee for TYMC Unit Trust	PRODIGY EARLY LEARNING CENTRE – FRASER RISE	104 CITY VISTA CCT, FRASER RISE, VICTORIA, 3336	13 602 076 280

Signatures**Employer/Employer representative**

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



Signature

BRYCE YEO

Full Name

CFO

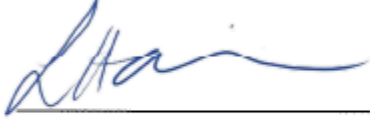
Title/Authority to Sign

104 CITY VISTA CCT, FRASER RISE, VIC, 3336

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UUU

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
Crows Nest & District Children's Centre & Kindergarten Association Inc	Crows Nest Children's Centre	32 Lalor Street Crows Nest Qld 4355	86300488729

Signatures

Employer/Employer representative

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



Signature

Jodie Beutel

Full Name

Director

Title/Authority to Sign

22 Eastside Road Crows Nest Qld 4355

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

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

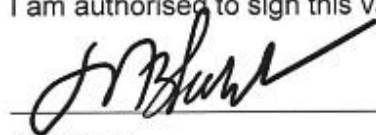
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
ADELAIDE BUSINESS GROUP PTY LTD	Treehouse Childcare and Early Learning Centre, 2 Balmoral St, Hillcrest, SA, 5086	ABN: 29656589249 ACN: 656589249

Signatures

Employer Representative

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



Signature

Nikhil Sachdev

Full Name

Director

Job Title

2 Balmoral Street, Hillcrest, SA, 5086

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

Zarna Shah

Full Name

Centre Director

Job Title

2 Balmoral street, Hillcrest, SA, 5086

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
MOLLOY, DEBRA MAREE	WRIGGLERS AND GIGGLERS CHILD CARE CENTRE, 19 St John St, Texas, QLD 4385	ABN: 34 356 902 545

Signatures

Employer Representative

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



Signature

Debra Maree Molloy

Full Name

Owner / Director

Job Title

19 ST John ST Texas Qld 4385

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

Lucy Louise McCaffery

Full Name

Senior Educator

Job Title

19 St John Street, Texas, QLD, 4385

Address (including State and Postcode)

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

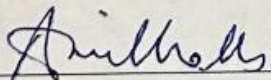
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
THE GUMS CHILDCARE CENTRE PTY LTD	The Gums Childcare Centre, 5 Maynard Road, Clare, SA, 5453	ABN: 24114059639

Signatures

Employer Representative

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



Signature

Alexandra Frances Nicholls

Full Name

CEO

Job Title

720 Marola Rd, Marola SA 5464

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.

Cordless

Signature

Ashlee Rose Dawson

Full Name

Daily Coordinator

Job Title

22 Industrial Street, Sevenhill SA 5453

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
WILDWOOD PARK HOLDINGS PTY. LTD.	Beaconsfield Children's Hub at 2-8 Windsor Drive, Beaconsfield, VIC, 3807 Kids on Queens Parade Childcare and Kindergarten at 476 Queens Parade, Melbourne, VIC, 3068	ABN: 79 054 085 424

Signatures

Employer Representative

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

S. Lawrence

Signature

SHARELLE LAWRENCE

Full Name

DIRECTOR

Job Title

2-8 WINDSOR DRIVE, BEACONSFIELD, 3807

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

Chelsea Lawrence
Full Name

Diploma Qualified Educator
Job Title

2-8 WINDSOR DRIVE, BEACONSFIELD, 3807
Address (including State and Postcode)

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

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Business name	Centre name and address	ABN/ACN
BUBUP WOMINDJEKA FAMILY AND CHILDREN'S CENTRE ASSOCIATION INC	ALBERT PARK COLLEGE CHILD CARE CENTRE 85 Liardet Street Port Melbourne VIC 3207	35 337 485 802

Signatures

Employer Representative

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



Signature

Gilda Mary Howard

Full Name

President

Title

63 Broadway Elwood Victoria 3184

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

CRISTELLE JOY FLORES AQUINO

Full Name

ROOM LEADER

Title

111 PUNT ROAD, WINDSOR 3181 VICTORIA

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
CHARLESTOWN CHILD CARE AND EARLY LEARNING CENTRE INC	CHARLESTOWN CHILD CARE AND EARLY LEARNING CENTRE INC 17 Mulbinga Street Charlestown NSW 2290	29 465 177 172

Signatures

Employer Representative

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




Signature

Sherann Labrest

Full Name

Committee President

Title

 17 Mulbinga st, Charlestown

Address (including State and Postcode)

NSW 2290

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 Dittberner

Full Name

ms Early Childhood Educator

Title

2/55 Wood st Adamstown 2289.

Address (including State and Postcode)

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

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Business name	Centre name and address	ABN/ACN
BEST PRACTICE EDUCATION PTY LTD	The Lookout Early Education Centre 131 Suakin Drive Mosman NSW 2088	69 673 797 058

Signatures

Employer Representative

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



Signature

Cassandra Wang

Full Name

Person with Management Control / Owner

Title

9/3 Waruda St, Kirribilli, NSW, 2061

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.

Erin Warden

Signature

Erin Warden

Full Name

Educator

Title

306/25 upward Street Leichhardt NSW 2040

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
GOOMALLING GUMNUTS INC	GOOMALLING GUMNUTS INC 34 Quinlan Street Goomalling WA 6460	64 499 863 565

Signatures

Employer Representative

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

Signature

Lisa Harris

Full Name

Chairperson

Title

23 Helena Street, Goomalling WA 6460
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

Eshana Chapman
Full Name

Qualified Educator & Responsible Person
Title

7, Mayhew Court Bejoording WA 6566 P.O box 1621
Address (including State and Postcode) Toodyay

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
GROVE LEARNING MILLTHORPE PTY LTD	Grove Start 32 Park Street Millthorpe NSW 2798	20 659 709 707

Signatures

Employer Representative

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



Signature

Johannah Francis

Full Name

Approved Provider

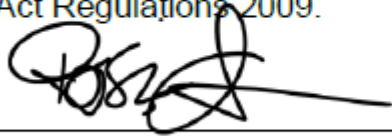
Title

47 Hillside Lane, Forest Reefs, N.S.W, 2798

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

Rose Oates

Full Name

Educator

Title

70 Oates Lane, Guyong, N.S.W, 2798

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
GREYTHORN EARLY CHILDHOOD CENTRE INC	Greythorn Early Childhood Centre 2 Centre Way Balwyn North VIC 3104	90 061 246 019

Signatures

Employer Representative

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


Signature

Rebecca Vemall
Full Name

President
Title

5/35 Francesca St, Mont Albert North
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

Penelope Keramitsis

Full Name

Educational leader

Title

10 Moor St, Fitzroy VIC 3065

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
JORDMATT PTY LTD	FAIRYLAND PRE SCHOOL KINDERGARTEN 33 George Street Barnsley NSW 2278	59 106 685 189

Signatures

Employer Representative

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



Signature

Sharon Glanville

Full Name

Approved Provider

Title

16 Selwyn street Merewether NSW 2291

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

Joanne Blackman

Full Name

Early Childhood Teacher

Title

19 Lonsdale Grove Lakelands 2282.

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
K & L INTERNATIONAL PTY LTD	Minchinbury Early Learning Centre 68 Mcfarlane Drive Minchinbury NSW 2770	61 101 186 832

Signatures

Employer Representative

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

Signature



Full Name

Ye Dam (Esther) Kim

Title

Nominated Supervisor

Address (including State and Postcode)

154 Constellation Avenue, Box Hill, NSW 2765

Employee Representative

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



Signature

Melissa Donaldson

Full Name

Ms, Educator

Title

221 Swallow drive, Erskine Park, NSW, 2759

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
Two Wells Community Children's Centre Incorporated	Two Wells Community Children's Centre Incorporated	27a Gawler Road, Two Wells SA 5501	52 846 004 122

Signatures

Employer/Employer representative

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



Signature

Michelle Kristy Dimasi

Full Name

Finance / Administration / PMC

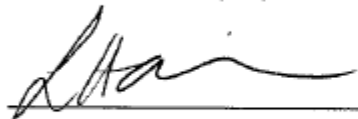
Title/Authority to Sign

12 Chapman Street Two Wells SA 5501

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
NEWMAN DAY CARE CENTRE INC	Newman Day Care Centre Inc 6 Calcott Crescent Newman WA 6753	81 910 174 331

Signatures

Employer Representative

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

K Mackay
Signature

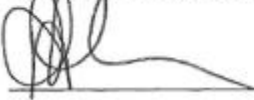
Kerryn Mackay
Full Name

President of Newman Daycare Centre
Title

17 Gregory Avenue Newman WA 6753
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

ASHLYN HAYDEN

Full Name

ASSISTANT EDUCATOR

Title

1 FORREST AVENUE, NEWMAN, WA, 6753

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
MT BARKER COMMUNITY CHILD CARE CENTRE INC	Mt Barker Community Child Care Centre Inc 4 Bartram Street Mount Barker SA 5251	17 503 775 178

Signatures

Employer Representative

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



Signature

Full Name

Sonya Martin

Title

Committee Member

Address (including State and Postcode)

4 Bartram Street Mount Barker SA 5251

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

Abbi Dunn

Title

Employee Representative / Educational Leader

Address (including State and Postcode)

4 Bartram Street Mount Barker SA 5251

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 TRANGIE PRE-SCHOOL KINDERGARTEN ASSOCIATION LTD	TRANGIE PRE-SCHOOL KINDERGARTEN ASSOCIATION 11 Temoin Street Trangie NSW 2823	90 001 388 914

Signatures

Employer Representative

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



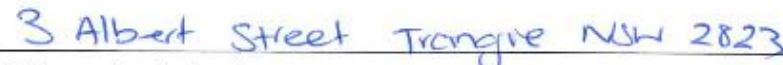
Signature



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

Katrina Janhsen

Full Name

Preschool Teacher

Title

32 Third Avenue NARROMINE NSW 2821

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
E & M CHILDCARE PTY LTD	Southern Highlands Early Childhood Centre, 50 Beaconsfield Road, Moss Vale, NSW, 2577 Pine Cottage Early Education, 19 Pine Avenue, Little Bay, NSW, 2036	ABN: 87 612 620 523

Signatures

Employer Representative

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



Signature

Tara Johnson

Full Name

Centre Director

Job Title

19 Pine Avenue, Little Bay, NSW, 2036

Address (including State and Postcode)

Employee Representative

I am an affected employee and am acting as the representative to sign this variation in accordance with Regulation 7.10B of the Fair Work Act Regulations 2009.



Signature

Anna-Marie Venites

Full Name

Room Assistant

Job Title

Pine Cottage Early Education 19 Pine Avenue, Little Bay

Address (including State and Postcode)

2036
NSW

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

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

Business name	Centre name and address	ABN/ACN
BLAYNEY EARLY LEARNERS PTY LTD	BLAYNEY EARLY LEARNERS 84 Adelaide Street Blayney NSW 2799	55 678 872 029

Signatures

Employer Representative

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

Robin Meiklejohn
Signature

ROBIN ANN MEIKLEJOHN
Full Name

Person with Management or Control.
Title

155 WALLACE LANE CANOBOLAS N.S.W. 2800
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

Abbey Roweth

Title

Trainee

Address (including State and Postcode)

126 Halls Road, Browns Creek NSW 2799

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
MORESBY AVENUE CHILD CARE ASSOC INC	MORESBY AVENUE CHILDCARE & EARLY LEARNING CENTRE INC 6-8 Moresby Avenue Bulleen VIC 3105	58 467 690 559

Signatures

Employer Representative

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



Signature

Anine Tasnim

Full Name

Centre Director

Title

82 Nicolson St Burdora VIC 3083

Address (including State and Postcode)

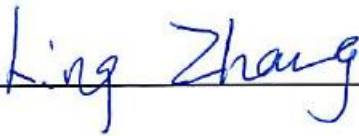
Employee Representative

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

Signature



Full Name



Title



Address (including State and Postcode)



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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
KINDRED KIDS PTY LTD	Meadow Lane Early Learning 61-65 Cranfield Drive, Buderim QLD 4556	83 653 756 079

Signatures

Employer Representative

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



Signature

Nicole McClure

Full Name

PMC/ Operations Manager

Title

61-65 Cranfield Drive, Buderim QLD 4556

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.

HShe
Signature

Leena Wakefield
Full Name

Assistant Centre Manager.
Title

05 Cranfield Drive, Bunderim, QLD 4556
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 trustee for AHSAN'S FAMILY TRUST	AL ISHRAAQ PTY LTD 47 Translink Drive Keilor Park VIC 3042	76 384 616 306

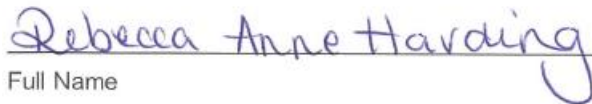
Signatures

Employer Representative

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



Signature



Full Name



Title

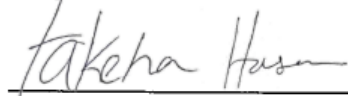


Address (including State and Postcode)



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

FAKEHA HASAN

Full Name

EARLY CHILDHOOD EDUCATION LEADER

Title

The Hive Early Learning Centre Fairfield 260-264 Arthur St, Fairfield VIC 3078

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 Trustee for Love U Education Trust	Rainbow Kindy Moss Vale 35 Spring Street Moss Vale NSW 2577	27 381 658 289

Signatures

Employer Representative

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

Signature



Full Name

Ling Ling Chao

Title

Director

Address (including State and Postcode)

35 Spring Street Moss Vale NSW 2577

Employee Representative

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

Signature

A handwritten signature in black ink, appearing to be 'Hsin Yu Ku', written over a grid of lines.

Full Name

Hsin Yu Ku

Title

Early Childhood Teacher

Address (including State and Postcode)

6 Fitzroy Road Moss Vale NSW 2577

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
EDUCATING ENTERPRISES PTY LTD	Jabiru Teaching and Learning Centre 7 Jabiru Drive Harrington NSW 2427	74 603 737 275

Signatures

Employer Representative

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

Signature Buckley

Full Name JOANNE BUCKLEY

Approved Provider
Title

c/o 7 Jabiru Drive
Address (including State and Postcode)

Harrington NSW 2427

Employee Representative

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

L Emanuel

Signature

LAUREN KEALY EMANUEL

Full Name

Educator

Title

C/-
7 JABIRU DRIVE, HARRINGTON NSW 2427

Address (including State and Postcode)

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

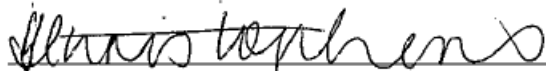
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Little Nuggets Early Learning Centre Inc.	Little Nuggets Early Learning Centre Cnr Thomas St and Halls St Halls Creek WA 6770	33 565 598 533

Signatures

Employer Representative

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



Signature

Jessica Christopher

Full Name

Operations Manager

Title

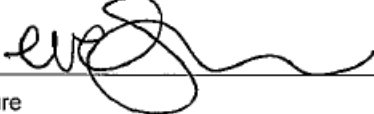
4/2 Minyjaarra Way,

Address (including State and Postcode)

Halls Creek WA 6770

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

Evelyn Thursby

Full Name

Team Leader

Title

12 Moyie Crescent, Harris Creek WA
Address (including State and Postcode) 6770

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
ASPEN COMMUNITY EARLY LEARNING CENTRE INCORPORATED	Aspen Community Early Learning Centre Incorporated 24 Aspen Street Inala QLD 4077	70 948 464 747

Signatures

Employer Representative

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



Signature

Quang Nguyen

Full Name

Treasurer, Aspen Community Early Learning Centre Incorporated

Title

Treasurer, Aspen Community Early Learning Centre Incorporated

Address (including State and Postcode)

c/o 24 Aspen Street, Inala, Queensland, 4077

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

Loan Tuyet Do

Full Name

Early Childhood Teacher / Educational Leader

Title

26/10 Giosam Street, Richlands, QLD 4077

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:

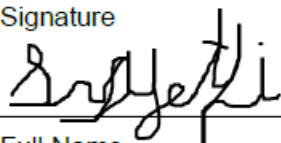
Business name	Centre name and address	ABN/ACN
SISTERS OF CHARITY OF ST ANNE INC	PREETI KUNJ CHILD CARE CENTRE 61 Woodroffe Avenue Palmerston NT 0830	94 818 992 063

Signatures

Employer Representative

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

Signature



Full Name

Sr. Mary Jyothi

Title:

Assistant Director/ Committee Member

Address (including State and Postcode)

63 Woodroffe Ave, Palmerston, NT, 0830

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

Ernest Marie Rosos

Title

Early Childhood Educator. Supervisor for under 3-year-old

Address (including State and Postcode)

3 Levi PL, Millner Darwin, NT 0810

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
MODERN FAMILY HOME DAY CARE PTY. LTD.	Modern Family Early Learning 40-42 Tills Street Westcourt QLD 4870	85 607 679 238

Signatures

Employer Representative

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



Signature

Lisa Blakey

Full Name

Approved Provider

Title

40-42 Tills Street, Westcourt QLD 4870

Address (including State and Postcode)

Employee Representative

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

Tracey Young

Signature

Tracey Joanne Young

Full Name

Educator

Title

Ms

Address (including State and Postcode)

2 Quail Close
Worce
Cairns
4868.

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:

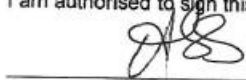
Business name	Centre name and address	ABN/ACN
CIRE SERVICES INCORPORATED	Cire Children's Service - Mount Evelyn at 20 Old Hereford Rd, Mt Evelyn, VIC, 3796 Cire Children's Centre - Yarra Junction at 39-41 Little Yarra Rd, Yarra Junction, VIC, 3797	ABN: 51933700538

Signatures

Employer Representative

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

Signature


AUGUSTA (AUS) SEREMETIS

Full Name

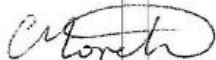
CEO

Job Title

7-9 John Street Wydale Vic 3140
Address (including State and Postcode)

Employee Representative

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



Signature

Claire Moreton

Full Name

Centre Manager - Cive Early Learning Mount Evelyn

Job Title

20 Old Hereford Road, Mount Evelyn, VIC 3796

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
MARCROB PTY LTD	Playmates Early Learning Centre, 2-4 Rosie Court, Aspendale Gardens, VIC, 3195	ABN: 32 084 414 880

Signatures

Employer Representative

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


Signature

Michelle Brewster
Full Name

Owner
Job Title

2-4 Rosie Court Aspendale Gardens Vic 3195.
Address (including State and Postcode)

Employee Representative

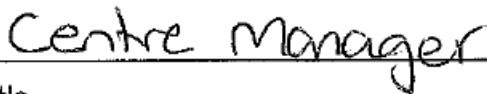
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



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
The Trustee for Luthe Family Trust	Cradle to Crayons Education and Care, 100A Queen St, Bundaberg North, Queensland, 4670	ABN: 47551013860

Signatures

Employer Representative

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

Dianne Luthe
Signature

DIANNE LUTHE
Full Name

APPROVED PROVIDER - OWNER OPERATOR
Job Title

3 WINKS STREET, BUNDABERG, QLD, 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

MONIQUE HUTCHESON

Full Name

EDUCATIONAL LEADER

Job Title

2 TALLON ST BUNDA BERG NORTH QLD 4670

Address (including State and Postcode)

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

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

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

⁴ Section 216A(5) of the FW Act.

⁵ [\[2025\] 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 See *March 2025 variations decision* at [35], [36].

¹⁰ See the *January 2025 variations decision* at [46] to [56].

¹¹ See *March 2025 variations decision* at [44] to [55].

¹² [\[2023\] FWCFB 176](#) at [60].