



# 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

## **Calmly Intentional 2020 Pty Ltd trading as Happy Faces Childcare and Kindergarten and Others**

(B2025/882, B2025/904, B2025/914, B2025/949, B2025/951, B2025/961, B2025/965, B2025/966, B2025/975, B2025/976, B2025/977, B2025/979, B2025/980, B2025/981, B2025/982, B2025/983, B2025/984, B2025/985, B2025/986, B2025/987, B2025/989, B2025/990, B2025/991, B2025/992, B2025/993, B2025/994, B2025/995, B2025/996, B2025/997, B2025/998, B2025/999, B2025/1000, B2025/1002, B2025/1003, B2025/1004, B2025/1005, B2025/1006, B2025/1007, B2025/1009, B2025/1010, B2025/1011, B2025/1012, B2025/1013, B2025/1014, B2025/1015, B2025/1016, B2025/1017, B2025/1018, B2025/1019, B2025/1020, B2025/1021, B2025/1022, B2025/1023, B2025/1024, B2025/1025, B2025/1026, B2025/1028, B2025/1029, B2025/1030, B2025/1031, B2025/1032, B2025/1033, B2025/1035, B2025/1036, B2025/1037, B2025/1038, B2025/1039, B2025/1040, B2025/1041, B2025/1042, B2025/1043, B2025/1044, B2025/1045, B2025/1046, B2025/1048, B2025/1054, B2025/1056, B2025/1057, B2025/1058, B2025/1060, B2025/1061, B2025/1072, B2025/1076, B2025/1080)

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

Children's services

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 8 JULY 2025

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

[1] This matter concerns 84 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 decision<sup>1</sup>

(*January 2025 variations decision*) approving some 33 variations. Further, a secondary decision<sup>2</sup> (*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 (UWU) and the Independent Education Union of Australia (IEU), either of which have also countersigned many of the variations, and no concerns with any of the applications have been raised by the Australian Education Union.<sup>3</sup>

[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,<sup>4</sup> 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.<sup>5</sup>

[9] Having considered the applications, I have determined to approve each of the variations that are now set out in this decision. 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.<sup>6</sup> The FW Act also provides some examples of the kinds of employees whose circumstances and needs are to be taken into account.<sup>7</sup>

[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 relevant safety net modern 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 relevant variations decision) was provided to the employees as part of the information. For reasons set out in the earlier decisions, 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.<sup>8</sup>

### **The making of the applications – s.216AA**

[15] With one exception, the applications were made within 14 days after the variations were made. In the remaining matter, which were lodged well 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 reaching that conclusion I have had regard to all of the circumstances including that a proper ballot of employees was conducted in accordance with the legislation, the vote in favour was overwhelming, the group of employees remains largely consistent, and a legitimate reason for the delay has been advanced associated with changes in management. Further, the UWW was involved in the process and has supported the application and the extension of time being granted.

[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 UWW or the IEU 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).<sup>9</sup>

[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.<sup>10</sup>

[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.<sup>11</sup>

[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 found<sup>12</sup> 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 (8 July 2025).

[37] In conclusion, I observe that with these approved variations, the ECEC Agreement now covers some 473 employers and approximately 45,000 employees.



DEPUTY PRESIDENT

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<PR788582>

## ANNEXURE A

## Applicants and Matter Numbers

<b>Matter Number</b>	<b>Business name</b>	<b>Trading name</b>
B2025/882	Calmly Intentional 2020 Pty Ltd	Happy Faces Childcare and Kindergarten
B2025/904	Oz Education Gunnedah Pty Ltd	Oz Education Gunnedah
B2025/914	Oz Education Dallas Pty Ltd	Oz Education Dallas
B2025/949	Gad Group & Co. Pty Ltd	Striving Stars Early Learning Centre
B2025/951	Littlies Group Pty Ltd	Rosemont Cottage Eco-Early Education and Care
B2025/961	Craig Family Centre Inc.	Craig Family Centre
B2025/965	St Philips Kindergarten Association Incorporated	SPK Early Learning Centre
B2025/966	Morning Buds Pty Ltd	Morning Buds Early Learning Centre
B2025/975	Abbotsford Long Day Care Centre Inc	
B2025/976	Burnrade Investments Pty Ltd	The Learning Space
B2025/977	Brockman House Inc	
B2025/979	Beis Menachem Community Centre	
B2025/980	Australian Christian Early Education Ltd	Hillsong Child Care Centre
B2025/981	Creative Nook Early Learning Centre Pty Ltd	Creative Nook Early Learning Centre
B2025/982	Alpha Omega Education Pty Ltd	Alpha Omega Early Education
B2025/983	Cooloon Children's Centre Inc	Cooloon Childrens Centre Inc
B2025/984	Brilliant Stars Early Learning Center Pty Ltd	Brilliant Stars ELC Pty Ltd
B2025/985	The trustee for Whitton Family Trust	The Secret Garden Preschool Caringbah South Preschool
B2025/986	F & J Childcare Pty Ltd	Grandma Rosie's
B2025/987	The Trustee for the Gordon Family Trust	Kylie Early Learning Centre
B2025/989	Claremont Bright Beginnings Inc	Claremont Park Kindergarten
B2025/990	Deep Creek Child Care Centre Inc.	Deep Creek Child Care Centre Inc
B2025/991	Lambton Early Learning Centre Pty Ltd	
B2025/992	Pobblebonks ELC Pty Ltd	
B2025/993	D & J Usien Gum Tree Cottage Pre School	Gum Tree Cottage Pre-School
B2025/994	Kindley Holdings Pty Ltd	Seeds Childcare and Early Learning Centres St James

B2025/995	Wentworth District Pre School Playcentre Inc	Wentworth District Pre School Play Centre Inc
B2025/996	Yungaburra Community Kindergarten Association Inc.	Yungaburra Community Kindergarten Association Inc
B2025/997	Khanz Group Pty Ltd	ILM Early Learning Centre
B2025/998	Dulwich Hill Pre-School Pty. Ltd.	Dulwich Hill Pre-School Pty Ltd
B2025/999	Wirrabirra Childcare and Early Learning Centre Inc	Wirrabirra Child Care Centre Inc
B2025/1000	RST Innovations Pty Ltd	Itty Innovators
B2025/1002	Canterbury Children's Cottage Incorporated	Canterbury Children's Cottage
B2025/1003	Omnia Education Pty Ltd	Play and Learn Early Learning Centre Bismark Street
B2025/1004	Mitchelton Community Pre School Assoc	Blackwood Street Early Learning
B2025/1005	Imaginative Kids Pty Ltd	Thornleigh Preschool
B2025/1006	Sandhurst Catholic Early Childhood Education & Care Limited	
B2025/1007	Mt Lawley Child Care Centre	
B2025/1009	Ashbury Kidz Academy Pty. Limited	Ashbury Kidz Academy Pty Limited
B2025/1010	Honeybee Preschool Pty Ltd	
B2025/1011	Balmain Children's Centre Ltd	Balmain Childrens Centre Limited
B2025/1012	Manuka Occasional Childcare Centre Association Inc	Mocca
B2025/1013	Oriana A Ricci & Dorisa Roche	Just Little Kidz Long Day Child Care Centre
B2025/1014	Pemberton Community Child Care Centre Inc	Little Taddies Child Care Centre
B2025/1015	South Melbourne Child Care Co-Operative Limited	Neighbourhood House
B2025/1016	Leading Leaps Pty Ltd	Leading Leaps Early Learning
B2025/1017	St Morris Community Child Care Centre Inc	St Morris Community Childcare Centre Inc
B2025/1018	Helen MK Pty Ltd	Kids on the Avenue Childcare & Preschool
B2025/1019	Sunrise Childcare Pty Ltd	Play and Learn Early Learning Centre Vincent Street
B2025/1020	The Children's Preschool Pty. Ltd.	
B2025/1021	Happy Hearts Avalon Pty Ltd	Happy Hearts Avalon
B2025/1022	Halifax St Children's Centre & Preschool	
B2025/1023	The Trustee for Acorn Early Learning Centre	Acorn Early Learning Centre
B2025/1024	Shaw Street Childrens Centre Inc	Shaw Street Children's Centre Inc

B2025/1025	Swallow Street Child Care Assoc Inc	
B2025/1026	Springvale Service for Children Inc	Market Street Community Child Care Springvale Service for Children
B2025/1028	Hilder Family Trust	Woy Woy Preschool
B2025/1029	The trustee for The Early Years Trust	Applecross Village Kindergarten
B2025/1030	Hackham West Children's Centre	Hackham West Child Care
B2025/1031	The Trustee for Blooming Stars Trust	Blooming Stars Child Care Centre
B2025/1032	G Olejniczak & J.P Olejniczak	Carlingford Kindergarten
B2025/1033	Brimbank Pre-School Association Inc.	Angliss Children's Centre Phoenix Street Children's Centre Alexandra Avenue Children's Centre Brookfield Children's Centre Orama Street Child Care Centre Delahey Children's Centre Sydenham Children's Centre
B2025/1035	The Trustee for The BMELC Unit Trust	Clarkson Early Learning Centre
B2025/1036	The Trustee for The BM Unit Trust	Stratton Early Learning Centre
B2025/1037	Kindley Investment Pty Ltd	Seeds Childcare and Early Learning Centres
B2025/1038	Rainbow St Child Care Centre Inc	Rainbow Street Early Learning and Child Care Centre
B2025/1039	Oasis Community Children's Centre Inc	Oasis Community Childrens Centre
B2025/1040	The Trustee for Learnaversity ATF The Hocks Trust	Cubbys Learnaversity
B2025/1041	Cudal Community Children's Centre	Cudal Community Pre School Inc
B2025/1042	Little Lion Early Learning Pty Ltd	
B2025/1043	Play Learn & Grow Early Education Centre Pty Ltd	Play Learn and Grow Early Education Centre
B2025/1044	About Child Care Consulting Pty Ltd	A1 Fun Greenfields
B2025/1045	Northern Area Community and Youth Services Inc (NACYS)	NACYS Child Care Centre
B2025/1046	All 4 Kids Kindergarten Pty Ltd	Alasan Cottage Pre School Mulgoa Pre-School

B2025/1048	AJS. Valencia Pty Ltd	Mentone Park Childcare and Preschool
B2025/1054	Grenfell Preschool and Long Day Care Centre Incorporated	
B2025/1056	A1 Fun Pty Ltd	A1 Fun Pinjarra A1 Fun JTC
B2025/1057	Childrens Hospital Child Care Centre Association Incorporated	
B2025/1058	Royal Melbourne Institute of Technology	RMIT University
B2025/1060	About Child Care Pty Ltd	Ace Foundation Christian College ACE Early Learning Centre
B2025/1061	The trustee for The Hawken Family Trust	King Cole Day Care and Kindergarten Playmate Daycare Kindergarten & Prep School
B2025/1072	Young Tae and Tae Sook Kang	Fairytales Preschool and Long Day Care Centre
B2025/1076	Cashlist Pty Ltd	Bangalow Preschool Kindergarten
B2025/1080	R&J Services Pty Ltd	Betty Elaine Kindergarten

## ANNEXURE B

### Variations

#### 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
Calmly Intentional 2020 Pty Ltd	Happy Faces Childcare and Kindergarten	136-140 Centenary Dr Mill Park VIC 3082	96 654 358 335

### Signatures

#### Employer/Employer representative

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

*kaustin*

Signature

Katherine Austin

Full Name

Business Owner

Title/Authority to Sign

136- 140 Centenary Dr Mill VIC 3082

Address (including State and Postcode)

**United Workers Union**

On behalf of employees

A handwritten signature in blue ink, appearing to read 'L Harrison', is written over a horizontal line.

Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)





Oz Education Early Learning Centres  
 Quad 2, 6 Parkview Ave. Olympic Park NSW 2127  
[www.ozeducation.com.au](http://www.ozeducation.com.au)

### 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
OZ EDUCATION GUNNEDAH PTY LTD	Oz Education Gunnedah	211 Bloomfield St. Gunnedah NSW 2380	<u>91 678 197 450</u>

### Signatures

#### Employer/ Employer representative

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

Signature

Sunny Lee

Full Name

HR Manager

Title/Authority to Sign

Ground Floor, Quad 2, 6 Parkview Drive. SOP NSW 2127

Address (including State and Postcode)



Oz Education Early Learning Centres  
Quad 2, 6 Parkview Ave. Olympic Park NSW 2127  
[www.ozeducation.com.au](http://www.ozeducation.com.au)

**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)



Oz Education Early Learning Centres  
 Quad 2, 6 Parkview Ave. Olympic Park NSW 2127  
[www.ozeducation.com.au](http://www.ozeducation.com.au)

## 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
OZ EDUCATION DALLAS PTY LTD	Oz Education Dallas	5 Eltham St. Dallas VIC 3047	58 677 300 551

## Signatures

### Employer/ Employer representative

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

Signature

Sunny Lee

Full Name

HR Manager

Title/Authority to Sign

Ground Floor, Quad 2, 6 Parkview Drive. SOP NSW 2127

Address (including State and Postcode)



Oz Education Early Learning Centres  
Quad 2, 6 Parkview Ave. Olympic Park NSW 2127  
[www.ozeducation.com.au](http://www.ozeducation.com.au)

**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)

## 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
GAD GROUP & CO. PTY LTD	Stiving Stars Early Learning Centre	3 Melrose Street, Croydon Park, NSW	43 669 634 735

## Signatures

### Employer/Employer representative

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

*Joseph*

Signature

*Joseph Gad*

Full Name

*Director / Approved provider*

Title/Authority to Sign

3 Melrose Street Croydon Park

Address (including State and Postcode)

## 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), 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
Littlies Group Pty Ltd	Rosemont Cottage Eco-Early Education and Care	13129 New England Highway, Cambooya, 4358	ABN 31660506758

## Signatures

### Employer/Employer representative

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



Signature

REBECCA EDITH SCHULZ

Full Name

DIRECTOR/NOMINATED SUPERVISOR

Title/Authority to Sign

304 HUME STREET, CENTENARY HEIGHTS, QLD, 4350

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
Craig Family Centre Inc.	Craig Family Centre	7 Samarinda Avenue, Ashburton 3147	56 618 615 831

**Signatures**
**Employer/Employer representative**

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

  
 \_\_\_\_\_  
 Signature


LOUISE IPPOLITO  
 \_\_\_\_\_  
 Full Name

Executive Director / Person with Management Control  
 \_\_\_\_\_  
 Title/Authority to Sign

7 Samarinda Ave Ashburton 3147  
 \_\_\_\_\_  
 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

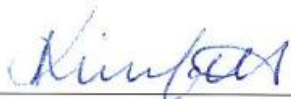
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business Name	Trading name	Address	ABN/ACN
St Philips Kindergarten Association Incorporated	SPK Early Learning centre	24 Macpherson Street, O'Connor ACT 2602	95 337 803 348

## Signatures

Employer/Employer representative

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



Signature

**Kim Fitt**

Full Name

**Centre Director/Approved Provider**

Title/Authority to Sign

**24 Macpherson Street, O'Connor ACT 2602**

Address (including State and Postcode)

## 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)



### Morning Buds Early Learning Centre

**Address:**  
36 Henderson St  
Denistone East  
NSW Australia

**Phone:**  
02 98599996  
0412488924

**Email:**  
info@morningbuds.com.au

## 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
Morning Buds Pty Ltd	Morning Buds Early Learning Centre	36 Henderson St, Denistone East, NSW 2112	84 655 645 382

## Signatures

### Employer/Employer representative

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

Signature

A handwritten signature in black ink, appearing to be 'Ping Qin', written over a horizontal line.

Full Name

Ping Qin

Title/Authority to Sign

Nominated Supervisor

Address (including State and Postcode)

36 Henderson St, Denistone East, NSW 2112

## 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*

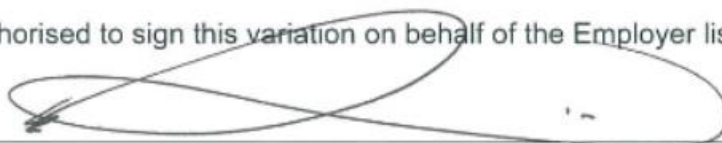
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
ABBOTSFORD LONG DAY CARE CENTRE INC	ABBOTSFORD LONG DAY CARE CENTRE INC 348 Great North Road Abbotsford NSW 2046	46 739 187 710

## Signatures

### Employer Representative

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



Signature

Nathan Charles Leslie Rossini

Full Name

TREASURER

Title

32/1 JANDA PLACE CHISWICK NSW 2046

Address (including State and Postcode)

### Employee Representative

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

  
\_\_\_\_\_  
Signature

Sarah Daley  
\_\_\_\_\_  
Full Name

Nominated Supervisor  
\_\_\_\_\_  
Title

Unit 5/9 United Crescent Hillside, 2036  
\_\_\_\_\_  
Address (including State and Postcode)



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

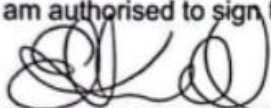
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
BURNRADE INVESTMENTS PTY LTD	The Learning Space 220a Bell Street Coburg VIC 3058  573-591 Bell Street Preston VIC 3072	29 637 017 559  637 017 559

## Signatures

### Employer Representative

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



Signature

Emma Kinrade

Full Name

Approved Proudler


Title

66 Camera Walk Coburg North VIC 3058

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

Matilda Blossom King Lee  
Full Name

EC.  
Title

4 STEWART STREET, YARRAVILLE, 3013, VIC  
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
Brockman House Inc	BROCKMAN HOUSE INC 181 Altone Road Beechboro WA 6063	41 772 375 957

## Signatures

### Employer Representative

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



Signature

Nandita Naroth

Full Name

Accountant- Brockman House Inc

Title

181 Altone Road, Beechboro WA 6063

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
Beis Menachem Community Centre	Beis Menachem Community Centre 13-17 Cecil Street Bentleigh East VIC 3165	63 007 765 658

## Signatures

### Employer Representative

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



Signature

Yitzchak Engel

Full Name

Director

Title

13-17 Cecil St Bentleigh East VIC 3165

Address (including State and Postcode)

## **Employee Representative**

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



---

**Signature**

Isabella Gariev

---

**Full Name**

Assistant Director and Educational Leader

---

**Title**

8a Kurrajong Street, Bentleigh East, VIC, 3165

---

**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
AUSTRALIAN CHRISTIAN EARLY EDUCATION LTD	Hillsong Child Care Centre 1-9 Solent Circuit Baulkham Hills NSW 2153  16 Rover Street Mount Gravatt QLD 4122	56 617 423 775

## Signatures

### Employer Representative

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

Signed by:

*Carl-Hugo Ander*

9A7AAEBC0567451

Signature

Carl-Hugo Ander

Full Name

Head of Operational Support

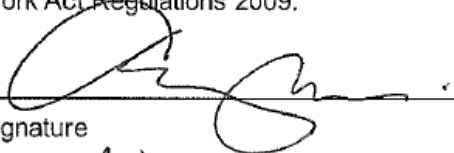
Title

1/9 Solent Circuit, Norwest, NSW 2153

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

ANGIE MEDINA  
\_\_\_\_\_

Full Name

DIRECTOR/NOMINATED SUPERVISOR  
\_\_\_\_\_

Title

14 GRAYSON STREET, GLENDENNING, 2761, NSW  
\_\_\_\_\_  
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:

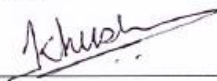
Business name	Centre name and address	ABN/ACN
CREATIVE NOOK EARLY LEARNING CENTRE PTY LTD	CREATIVE NOOK EARLY LEARNING CENTRE  93 Saywell Road Macquarie Fields  NSW 2564	75 657 350 322  657 350 322

## Signatures

### Employer Representative

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

Signature



Full Name

Khushboo Khora

Title

Company Director

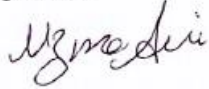
Address (including State and Postcode)

7 Wrigley Avenue, Middleton Grang NSW 2171

### 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

Uzma Amir.

Title

Assit Director.

Address (including State and Postcode)

43 Saywell Road Macquarie Fields NSW (2564)

## 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
ALPHA OMEGA EDUCATION PTY LTD	Alpha Omega Early Education 6 Brunton Crescent Mulgrave VIC 3170	78 607 681 130 607 681 130

## Signatures

### Employer Representative

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

  
\_\_\_\_\_  
Signature

**ALFRED WONG**  
\_\_\_\_\_

Full Name

CEO OF ALPHA OMEGA EDUCATION PTY LTD  
\_\_\_\_\_

Title

**6 BRUNTON CRESCENT, MULGRAVE VIC 3710**  
\_\_\_\_\_

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

---

POOI LING WONG

---

Full Name

---

KINDERGARTEN TEACHER / EDUCATOR

---

Title

---

6 BRUNTON CRESCENT, MULGRAVE VIC 3710

---

Address (including State and Postcode)

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

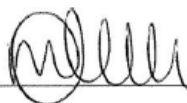
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
COOLOON CHILDREN'S CENTRE INC	COOLOON CHILDRENS CENTRE INC 2 Park Street Tweed Heads NSW 2485	30 712 949 685

## Signatures

### Employer Representative

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



Signature

Mikaela Norvill

Full Name

Teacher / President

Title

C/O 2 Park St Tweed Heads NSW 2485

Address (including State and Postcode)

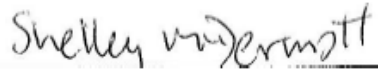
### Employee Representative

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.



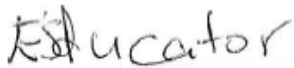
---

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
BRILLIANT STARS EARLY LEARNING CENTER PTY LTD	BRILLIANT STARS ELC PTY LTD 19 Moncrieff Street Dickson ACT 2602	85 653 396 448 653 396 448

## Signatures

### Employer Representative

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

  
Signature

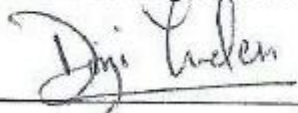
Lida Khoshkhoo  
Full Name

Center manager / Provider  
Title

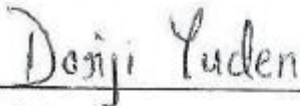
19/11 Trevillian Quay, Kingston, ACT, 2604  
Address (including State and Postcode)

### Employee Representative

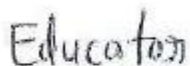
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



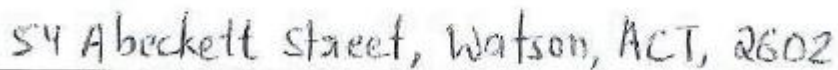
Signature



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
The trustee for Whitton Family Trust	Tammy's Toddlers Pty Ltd 384 Willarong Road Caringbah South NSW 2229	91 623 133 725

## Signatures

### Employer Representative

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

Signature



Full Name

Colin Whitton

Title

Approved Provider/Owner/Director

Address (including State and Postcode)

384 Willarong Rd, Caringbah South, NSW, 2229

## 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

Tia Tuerlings

---

Title

Assistant Director

---

Address (including State and Postcode)

384 Willarong Rd, Caringbah South, NSW, 2229

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

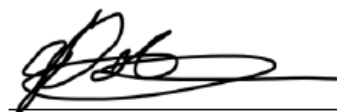
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
F & J CHILDCARE PTY LTD	Grandma Rosie's	99 146 334 858
	38 Kenny Street Wollongong NSW 2500	146 334 858
	23-25 Baan Baan St Dapto NSW 2530	
	52 Illowra Crescent Primbee NSW 2502	
	5 Macquarie Pl Haywards Bay NSW 2539	
	97 Bong Bong Rd Dapto NSW 2530	

### Signatures

#### Employer Representative

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



Signature

Jillian Valdivia

Full Name

Approved Provider

Title

11 Highway Avenue West Wollongong NSW 2500

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

Nicole Banias

---

Full Name

Nominated Supervisor

---

Title

7A Charnwood Place Albion Park Rail NSW 2527

---

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 THE GORDON FAMILY TRUST	KYLIE EARLY LEARNING CENTRE 54 Collins Street Morwell VIC 3840	35 749 919 593

## Signatures

### Employer Representative

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



Signature

Catherine Gordon

Full Name

OWNER


Title

Address (including State and Postcode)

40 Lawless Road  
Hazelwood Sth  
VIC 3840

### 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

SHARNI MALLIA

Full Name

TEACHER

Title

4d THE AVENUE MORWELL, VIC, 3840

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
Claremont Bright Beginnings Inc	Claremont Park Kindergarten 282B Stirling Highway Claremont WA 6010	84 480 388 457

## Signatures

### Employer Representative

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



Signature

Brooke Olivia McAuliffe

Full Name

Chairperson

Title

26 Johnston Street, Peppermint Grove WA 6011

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 *Marilia M. Ribeiro*

Full Name *Marilia Machado Ribeiro*

Title *Centre Manager*

Address (including State and Postcode) *65, Sackville Street - Scarborough,  
Perth - 6019*



## 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
DEEP CREEK CHILD CARE CENTRE INC.	DEEP CREEK CHILD CARE CENTRE INC  510 Blackburn Road Doncaster East  VIC 3109	81 280 155 088

## Signatures

### Employer Representative

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

*Wai's*

Signature

*Hui Hwa TAN*

Full Name

*PRESIDENT*

Title

*8A PINE WAY DONCASTER EAST VIC 3109*

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

Guochan Wu  
\_\_\_\_\_  
Full Name

Educational leader  
\_\_\_\_\_  
Title

19 Rosco Dr, Templestowe VIC 3106  
\_\_\_\_\_  
Address (including State and Postcode)

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

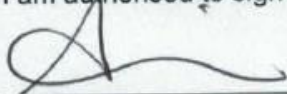
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Lambton Early Learning Centre Pty Ltd	Lambton Early Learning Centre Pty Ltd 14 Pearson Street Lambton NSW 2299	21 135 535 545 135 535 545

## Signatures

### Employer Representative

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



Signature

Alicia Ferris

Full Name

Director / PMC


Title

14 Pearson St Lambton NSW 2299

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

Lisa Dann

Full Name

Early Childhood Teacher / Responsible Person.

Title

14 Pearson St Lambton 2298 NSW

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
POBBLEBONKS ELC PTY LTD	POBBLEBONKS ELC PTY LTD 9 Wragg Street Somerset TAS 7322	33 657 771 803 657 771 803

## Signatures

### Employer Representative

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

M. Maycock  
Signature

Full Name Margaret Maycock


Title Approved Provider

Address (including State and Postcode)

9 Wragg Street Somerset TAS 7320

### 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

Michelle Oakley

Full Name

Director

Title

1680 Gunns Plains Rd, Gunns Plains

Address (including State and Postcode)

TAS. 7315



## 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
D & J USIEN GUM TREE COTTAGE PRE SCHOOL	GUM TREE COTTAGE PRE- SCHOOL  227 Ray Road Epping  NSW 2121	73 729 780 810

## Signatures

### Employer Representative

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

Nicole Cluff  
Signature

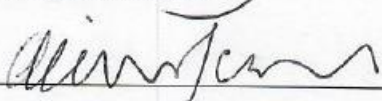
Nicole Cluff  
Full Name

EARLY CHILDHOOD TEACHER  
Title

7 CRAIGLEA GARDENS CARLINGFORD NSW 2118  
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

Allison Louise Tudor

Title - Educator

12 Citadel Cres Castle Hill NSW 2154

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
KINDLEY HOLDINGS PTY LTD	SEEDS CHILDCARE AND EARLY LEARNING CENTRES ST JAMES  10-14 Palmerston Street St James  WA 6102	84 629 718 529

## Signatures

### Employer Representative

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

  
Signature

Lisa Hodge  
Full Name

Centre Director  
Title

1/59 King George St  
Address (including State and Postcode)

Victoria Park WA 6102

### 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

Devigamane Veeranan

Title

Assistant Manager

Address (including State and Postcode)

49 Chichester Avenue Beckenham 6107 WA

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

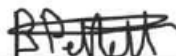
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
WENTWORTH DISTRICT PRE SCHOOL PLAYCENTRE INC	WENTWORTH DISTRICT PRE SCHOOL PLAY CENTRE INC 38 Murray Street Wentworth NSW 2648	70 538 178 633

## Signatures

### Employer Representative

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



Signature

Bonnie Pettett

Full Name

Vice President, Management Committee

Title

14 Arrandale Lane North, Wentworth, NSW, 2648

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
YUNGABURRA COMMUNITY KINDERGARTEN ASSOCIATION INC.	YUNGABURRA COMMUNITY KINDERGARTEN ASSOCIATION INC  7 Elm Street Yungaburra  QLD 4884	93 056 191 131

## Signatures

### Employer Representative

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



Signature

Hailey Riley

Full Name

Treasurer Yungaburra Committee Kindergarten Association INC  
Committee

Title

13 Marnane Road, Tolga, Queensland. 4882.

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

Tracy Annette Lean

---

Full Name

Director/Service Supervisor

---

Title

55 Ellery Road, Mareeba. Queensland. 4880

---

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
KHANZ GROUP PTY LTD	ILM EARLY LEARNING CENTRE 11 Bushmills Court Hillcrest QLD 4118	72 627 982 656 627 982 656

## Signatures

### Employer Representative

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



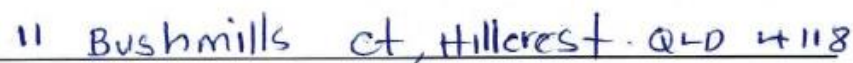
Signature



Full Name



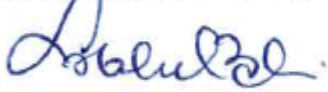
Title



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

LAILA ABDUL-RAHIM

Full Name

MANAGER

Title

11 BUSHMILLS COURT, HILLCREST QLD 4118

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
DULWICH HILL PRE-SCHOOL PTY. LTD.	DULWICH HILL PRE-SCHOOL PTY LTD  112 Constitution Road Dulwich Hill  NSW 2203	13 092 633 433  092 633 433

## Signatures

### Employer Representative

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

Signature



Full Name

**Danielle Rose**

Title

### Director

Address (including State and Postcode)

**3/58 baltimore street belfield 2191 NSW**

## 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

**Dilpreet Naik**

---

Title

**2IC**

---

Address (including State and Postcode)

**112 Constitution road dulwich hill 2203 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
WIRRABIRRA CHILDCARE AND EARLY LEARNING CENTRE INC	WIRRABIRRA CHILD CARE CENTRE INC  59 Corfield Street Gosnells  WA 6110	70 096 714 479

## Signatures

### Employer Representative

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



Signature

Nandita Naroth

Full Name

Accountant- Wirrabirra Childcare and Early Learning Centre

Title

59 Corfield Street, Gosnells WA 6110

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

Tammy Murphy

---

Full Name

Qualified Educator, 2IC

---

Title

13 Burran Court, Armadale WA 6112

---

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
RST INNOVATIONS PTY LTD	Itty Innovators  15 Old Homebush Road Gowrie Junction  QLD 4352	43 608 662 773  608 662 773

## Signatures

### Employer Representative

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



Signature

Jenaya (Neyah) Rogers

Full Name

Approved Provider

Title

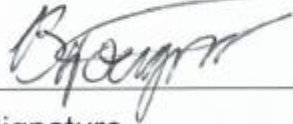
15 Old Homebush Road, Gowrie Junction

Address (including State and Postcode)

Queensland, Australia. 4352.

### 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

Bri-Anna Youngman

Full Name

Educator

Title

29 Tomkinson St, Wilsonton, QLD 4350

Address (including State and Postcode)

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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
CANTERBURY CHILDREN'S COTTAGE INCORPORATED	Canterbury Children's Cottage 2A Wilson Avenue Belmore NSW 2192	87 002 806 331

## Signatures

### Employer Representative

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



Signature

Jehan Nunes

Full Name

President

Title

2a Wilson Avenue, Belmore NSW 2192

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

Dianna Abi Fares

Full Name

Educational leader

Title

2a Wilson Avenue, 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
OMNIA EDUCATION PTY LTD	Play and Learn Early Learning Centre Bismark Street  4-6 Bismark Street Loganholme  QLD 4129	25 612 948 839  612 948 839

## Signatures

### Employer Representative

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



Signature

Carl Wu

Full Name

Approved Provider/Owner

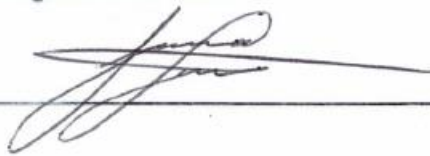
Title

10 Driver Street Holland Park West QLD 4121

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

Jemma-Rose Smith  
Full Name

Nominated Supervisor/Director  
Title

85/65-87 Demeio Road, Berrinba, QLD, 4117.  
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
MITCHELTON COMMUNITY PRE SCHOOL ASSOC	Blackwood Street Early Learning  117 Blackwood Street Mitchelton  QLD 4053	95 462 778 658

## Signatures

### Employer Representative

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



Signature

Zai Anne Asbery

Full Name

President

Title

58 Elany St, Mitchelton, 4053.

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

Lisa Delaney

Title

Educator

Address (including State and Postcode)

26 Kurrajong St, Everton Park. QLD 4053

## 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
Imaginative Kids Pty Ltd	THORNLEIGH PRESCHOOL  309 - 311 Pennant Hills Road Thornleigh  NSW 2120	52 152 341 921  152 341 921

## Signatures

### Employer Representative

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



Signature

Nicole Lowe.

Full Name

Centre Manager

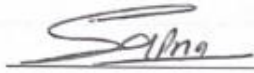
Title

309-311 Pennant Hills Rd, Thornleigh, NSW, 2120.

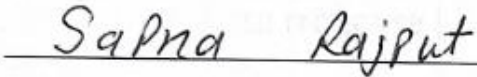
Address (including State and Postcode)

### Employee Representative

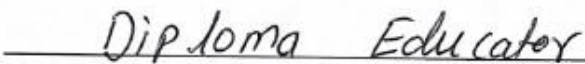
I am an affected employee and am acting as the representative to sign the variation in accordance with Regulation 2.10B of the Fair Work Act Regulations 2009.



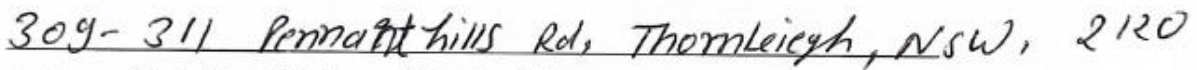
Signature



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
SANDHURST CATHOLIC EARLY CHILDHOOD EDUCATION & CARE LIMITED	Sandhurst Catholic Early Childhood Education & Care Limited  120 Hargreaves Street Bendigo  VIC 3550	98 643 978 205  643 978 205

## Signatures

### Employer Representative

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



Signature

Kathryn Fogarty

Full Name

Executive Director

Title

C/o- 120 Hargreaves Street, Bendigo Vic 3552

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.

Jacinta Feltham

Signature

Jacinta Feltham

Full Name

Early Childhood Educator

Title

86 Campaspe st, Elmore

Address (including State and Postcode)

3558  
VIC



## 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 LAWLEY CHILD CARE CENTRE	MT LAWLEY CHILDCARE CENTRE 2 Bradford Street Mt Lawley WA 6050	34 322 180 728

## Signatures

### Employer Representative

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



Signature

Nandita Naroth

Full Name

CFO-Accountant- Mt Lawley Child Care Centre

Title

2 Bradford Street, Mt Lawley WA 6050

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

Cheryl Ann Turner

Full Name

Food Coordinator

Title

4 Priestley St Emberton 6062

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
ASHBURY KIDZ ACADEMY PTY. LIMITED	ASHBURY KIDZ ACADEMY PTY LIMITED  51 Crieff Street Ashbury  NSW 2193	25 150 132 924  150 132 924

## Signatures

### Employer Representative

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



Signature

Giovanna Zeidan

Full Name

Approved Provider

Title

51 Crieff St, Ashbury NSW 2193

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

Manissa Tabaji

Full Name

Nominated Supervisor

Title

21 Belgrave Esplanade, Sylvania NSW 2224

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
Honeybee Preschool Pty Ltd	Honeybee Preschool Pty Ltd 4 Queen Street Warners Bay NSW 2282	62 154 697 159 154 697 159

## Signatures

### Employer Representative

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



Signature

Melissa Thompson

Full Name

Nominated supervisor

Title

4 queen street Warners Bay NSW 2282

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.

Elpenor  
Signature

Emma Spencer  
Full Name

Early Childhood Teacher  
Title

58 Pacific Highway Charlestown, 2290  
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
BALMAIN CHILDREN'S CENTRE LTD	BALMAIN CHILDRENS CENTRE LIMITED 4 Booth Street Balmain NSW 2041	54 827 631 025 002 888 940

## Signatures

### Employer Representative

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

Elizabeth Telford

Signature

ELIZABETH TELFORD

Full Name

CHAIRPERSON

Title

3/41 DARLING ST, BALMAIN EAST,

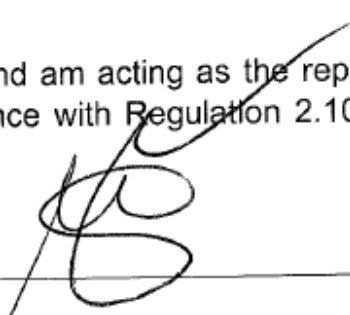
Address (including State and Postcode)

NSW, 2041

### 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

  
Maja Scancar

Full Name

Early Childhood Teacher

Title

107/1 Warayama Place Rozelle

Address (including State and Postcode)

NSW 2039



## 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
MANUKA OCCASIONAL CHILDCARE CENTRE ASSOCIATION INC	MOCCA  30 Flinders Way Griffith  ACT 2603	26 470 784 696

## Signatures

### Employer Representative

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



Signature

Angela Douglas

Full Name

Vice President PMC

Title

14158 Wentworth Avenue, Kingston ACT

Address (including State and Postcode)

2604

### 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

Hannah Coulton

Full Name

Assistant Director / Educational Leader

Title

2006/3 Grazier Lane Belconnen 2617 ACT

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
ORIANA A RICCI & DORISA ROCHE	JUST LITTLE KIDZ LONG DAY CHILD CARE CENTRE  102 Little Road Yagoona  NSW 2199	57 787 260 250

## Signatures

### Employer Representative

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

Signature

Full Name

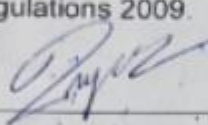
Title

Address (including State and Postcode)

NSW 2199

**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

Ngoc Anh Vu

Full Name

Educator

Title

10 Martha street, Yagoona

Address (including State and Postcode)

NSW 2199

## 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
PEMBERTON COMMUNITY CHILD CARE CENTRE INC	LITTLE TADDIES CHILD CARE CENTRE  7 Hepple Place Pemberton  WA 6260	98 640 989 904

## Signatures

### Employer Representative

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



Signature

Phillipa Dunnington

Full Name

Chairperson

Title

7 Hepple Place Pemberton 6260

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.

R.C

Signature

Reegan Sophia Campbell

Full Name

Educator

Title

31 Blechynden Street Manjimup WA, 6258

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
SOUTH MELBOURNE CHILD CARE CO- OPERATIVE LIMITED	NEIGHBOURHOOD HOUSE 5-11 Carter Street Albert Park VIC 3206	23 782 363 274

## Signatures

### Employer Representative

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



Signature

Catherine Hall

Full Name

Director / Committee board member

Title

C/O 5-11 Carter Street Albert Park Victoria 3206

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

Ai Lin Tah  
\_\_\_\_\_

Full Name

Educational Leader  
\_\_\_\_\_

Title

C/O 5-11Carter Street Albert Park Victoria 3206  
\_\_\_\_\_

Address (including State and Postcode)



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

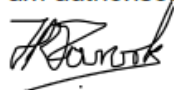
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
LEADING LEAPS PTY LTD	LEADING LEAPS EARLY LEARNING  70 Wootten Road Tarneit  VIC 3029	35 166 034 975  166 034 975

## Signatures

### Employer Representative

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



Signature

Fathima Rizana Zarook

Full Name

Approved Provider

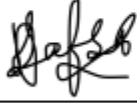
Title

58 Bartlett Crescent Hoppers Crossing VIC 3029

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

Hafsa Zarook

---

Full Name

Assistant Director

---

Title

16 Komodo Drive Tarneit VIC 3029

---

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
ST MORRIS COMMUNITY CHILD CARE CENTRE INC	ST MORRIS COMMUNITY CHILD CARECENTRE INC  64 Gage Street St Morris  SA 5068	52 184 968 505

## Signatures

### Employer Representative

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



Signature

David Michael Cartland

Full Name

Committee Chairperson

Title

30a Coorara Ave, Payneham South SA 5070

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.

N. Schutz

Signature

Nyssa Schutz

Full Name

Educator

Title

4 Grandview Grove Magill SA 5072

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
Helen MK Pty Ltd	KIDS ON THE AVENUE CHILDCARE & PRESCHOOL  116 The Avenue Canley Vale  NSW 2166	12 150 207 391  150 207 391

## Signatures

### Employer Representative

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



Signature

Helen Thanhthu Ngo

Full Name

Director

Title

Address (including State and Postcode)

116 The Avenue, Canley Vale, NSW, 2166

**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

Kenny Ngo

Full Name

Supervising Educator

Title

13 Bruce Street, Lansvale, NSW, 2166

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
SUNRISE CHILDCARE PTY LTD	Play and Learn Early Learning Centre Vincent Street  2-4 Vincent Street Cornubia  QLD 4130	58 609 672 031  609 672 031

## Signatures

### Employer Representative

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



Signature

Carl Wu

Full Name

Approved Provider/Owner

Title

10 Driver Street Holland Park West QLD 4121

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.

PRKhan

Signature

Paris Khan

Full Name

Educational leader

Title

22 Bordin Halliday Dr, Mt Warren PK  
4207 QLD

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 CHILDREN'S PRESCHOOL PTY. LTD.	THE CHILDREN'S PRESCHOOL PTY. LTD. 76 Glenhaven Road Glenhaven NSW 2156	25 601 532 165 601 532 165

## Signatures

### Employer Representative

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



Signature

Clarissa Saeeto-Requeira

Full Name

Director

Title

76 Glenhaven Rd, Glenhaven

Address (including State and Postcode)

NSW 2156

**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 Keira Duffy .

Title Cert 3. Educator

Address (including State and Postcode)

76 Glenhaven Rd  
Glenhaven NSW 2156

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

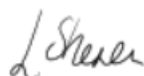
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
HAPPY HEARTS AVALON PTY LTD	Happy Hearts Avalon	28 668 972 914
	9 North Avalon Road Avalon Beach	668 972 914
	NSW 2107	

## Signatures

### Employer Representative

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



Signature

Lauren Sheridan

Full Name

Approved Provider

Title

52 Morella Road, Whale Beach, NSW, 2107

Address (including State and Postcode)

## Employee Representative

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

---

Signature

*Sarah Labre*

---

Full Name

Sarah Miranda Vieira Labre

---

Title

Nominated Supervisor

---

Address (including State and Postcode)

3/14 Bishop Street, Newport NSW 2106

## 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
HALIFAX ST CHILDREN'S CENTRE & PRESCHOOL	HALIFAX ST CHILDREN'S CENTRE & PRESCHOOL 257 Halifax Street Adelaide SA 5000	56 711 044 849

## Signatures

### Employer Representative

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

  
\_\_\_\_\_

Signature

Dennis Vogt  
\_\_\_\_\_

Full Name

Chairperson / Treasurer  
\_\_\_\_\_

Title

15 Olde Coach Road, Urrbrae SA 5064  
\_\_\_\_\_

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.

Kanako Aizawa

Signature

Full Name

Kanako Bower

Title

Lead Educator

Address (including State and Postcode)

19 Railway Terrace South  
Woodwood 5034 SA

## 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 Acorn Early Learning Centre	Acorn Early Learning Centre 58 Chamberlain Street Campbelltown NSW 2560	73 775 984 144

## Signatures

### Employer Representative

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

Signature

Mary Marianne

Full Name

Director

Title

6/75-77 Yorktown Pde , Maroubra NSW 2035

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

Lisa Anajali Brindley

Full Name

Early Childhood Teacher

Title

50 Beralier Drive, Camden NSW 2570

Address (including State and Postcode)



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

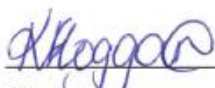
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
SHAW STREET CHILDRENS CENTRE INC	Shaw Street Children's Centre Inc 6 Kent Crescent Wagga Wagga NSW 2650	29 301 468 282


## Signatures

### Employer Representative

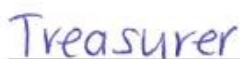
I am authorised to sign this variation on behalf of the Employer listed in the variation



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



Full Name

Lisa Quirk

Title

Educational Leader

Address (including State and Postcode)

~~446~~ 462 Prices Road

Dhulora, NSW, 2656

## 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
SWALLOW STREET CHILD CARE ASSOC INC	Swallow Street Child Care Assoc Inc 101 Swallow Street Inala Australia 4077 QLD	ABN: 34 171 739 077

## Signatures

### Employer Representative

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

*Toni Cook*

Signature

*Toni Cook*

Full Name

*Administrator*

Job Title

*101 SWALLOW STREET INALA QLD 4077*

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.

Debrah

Signature

DEBRAH LONG

Full Name

SENIOR EDUCATOR

Job Title

101 SWALLOW STREET INALA QLD 4077

Address (including State and Postcode)

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

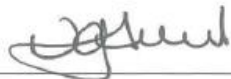
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
SPRINGVALE SERVICE FOR CHILDREN INC	Market Street Community Child Care 13 Market Street Dandenong VIC 3175  Springvale Service for Children Inc 23-28 Lightwood Road Springvale VIC 3171	53 439 105 626

## Signatures

### Employer Representative

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



Signature

Vanessa Field

Full Name

Director

Title

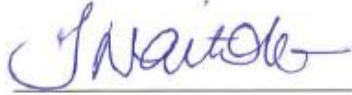
5 Valencia Rise

Address (including State and Postcode)

Tyabb VIC 3913

### 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
HILDER FAMILY TRUST	WOY WOY PRESCHOOL 144 Blackwall Road Woy Woy NSW 2256	33 822 819 244

## Signatures

### Employer Representative

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



Signature

Wendy Hilder

Full Name

Company Director

Title

18 Andrew Street LAKE MUNMORAH NSW 2259

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

Natalie Moore

Full Name

Early Childhood Educator

Title

17 Rickard Road, Empire Bay 2257 NSW

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 The Early Years Trust	APPLECROSS VILLAGE KINDERGARTEN  10 Macleod Road Applecross  WA 6153	45 094 804 927

## Signatures

### Employer Representative

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

Krissy Anne Cooper  
Signature

Krissy Anne Cooper  
Full Name

Finance Manager  
Title

10 Princess Road, Claremont WA 6010  
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 RACHEL LOUISSÉ MAGDALENE

Title EDUCATOR ASSISTANT

Address (including State and Postcode) 38 CANN AVE  
BULL CREEK  
WA 6149

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

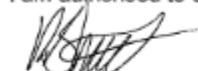
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
HACKHAM WEST CHILDREN'S CENTRE	HACKHAM WEST CHILD CARE 9 Vintners Walk Hackham West SA 5163	46 947 961 446

## Signatures

### Employer Representative

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



Signature

Corey Sherrah

Full Name

Chairperson

Title

2 Grand Blvd, Seaford Rise

Address (including State and Postcode)

SA 5169

**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.

SThomas

Signature

Shannon Thomas

Full Name

Team Leader

Title

21 Hyacinth crescent Christie Downs 5164 SA

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 Blooming Stars Trust	Blooming Stars Child Care Centre 47 Fenwick Road Ferntree Gully VIC 3156	64 433 649 747

## Signatures

### Employer Representative

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

Signature



Full Name

PARTHIBAN PULIYADI SUBRAMANIAN

Title

DIRECTOR & PMC

Address (including State and Postcode)

47 Fenwick Road Ferntree Gully VIC 3156.

### 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

Yujie Li

Title

Early Childhood Teacher

Address (including State and Postcode)

3 Tally Ct, Berwick, VIC, 3806

## 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
G OLEJNICZAK & J.P OLEJNICZAK	CARLINGFORD KINDERGARTEN 4 Maismonde Place Carlingford NSW 2118	53 057 003 430

## Signatures

### Employer Representative

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

G. Olejniczak .  
Signature

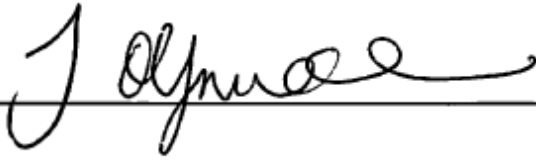
Gabriele Olejniczak  
Full Name

DIRECTOR.  
Title

4 Maismonde Place Carlingford NSW 2118  
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

Jan Olejniczak.  
Full Name

Assistant Director / Educator  
Title

12 Mobbs Lane Caringford 2118 NSW  
Address (including State and Postcode)



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

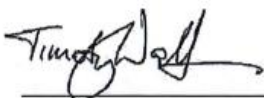
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
BRIMBANK PRE-SCHOOL ASSOCIATION INC.	<p>██████████</p> <p>Angliss Children's Centre at 13 Vipont Street, Footscray VIC 3011</p> <p>Phoenix Street Children's Centre at 80 Phoenix St, North Sunshine VIC 3020</p> <p>Alexandra Avenue Children's Centre at 31 Alexandra Avenue, Sunshine VIC 3020</p> <p>Brookfield Children's Centre at 14-16 Black Dog Drive, Brookfield VIC 3338</p> <p>Orama Street Child Care Centre at 24 Orama Street, Deer Park VIC 3023</p> <p>Delahey Children's Centre at 80 Copperfields Drive, Delahey VIC 3037</p> <p>Sydenham Children's Centre at 7 Community Hub, Sydenham VIC 3037</p>	<p>ABN:</p> <p>25 722 360 940</p>

### Signatures

#### Employer Representative

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



Signature

TIMOTHY WATTS

Full Name

CEO

Job Title

30 RADNOR DRIVE, DEER PARK VIC 3023

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

SAMANTHA BAKSA

Full Name

Long daycare Coordinator / Nominated supervisor Angliss children center.

Job Title

13 Vipont Street, Footscray VIC 3011

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 BMELC Unit Trust	CLARKSON EARLY LEARNING CENTRE 22 Ainsbury Parade Clarkson Australia 4814 WA	ABN: 66734768623

## Signatures

### Employer Representative

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

Signature

Joanne French

Full Name

Director

Job Title

22 Ainsbury Parade Clarkson WA 6030

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 Patricia Thompson

---

Full Name

Centre Manager

---

Job Title

22 Ainsbury Parade Clarkson WA 6030

---

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for The BM Unit Trust	STRATTON EARLY LEARNING CENTRE 21 Lewis Jones Cross Stratton Australia 6030 WA	ABN: 30903352217

## Signatures

### Employer Representative

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

Signature

Joanne French

Full Name

Director


Job Title

21 Lewis Jones Cross Stratton WA 6056

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

Danielle Allana Bunn  
\_\_\_\_\_  
Full Name

Room Leader  
\_\_\_\_\_  
Job Title

21 Lewis Jones Cross Stratton WA 6056  
\_\_\_\_\_  
Address (including State and Postcode)

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

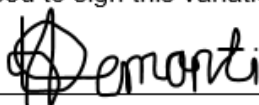
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
KINDLEY INVESTMENT PTY LTD	Seeds Childcare and Early Learning Centres, 89-91 Gerard Street, East Cannington, WA, 6107	ABN: 98 609 035 145

## Signatures

### Employer Representative

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



Signature

Andrea Demonti

Full Name

Director

Job Title

89-91 Gerard Street East Cannington 6107 Western Australia

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

Nagavalli Pericherla

---

Full Name

Room Leader

---

Job Title

89-91 Gerard street east Cannington 6107 Western Australia

---

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
Rainbow St Child Care Centre Inc	Rainbow Street Early Learning and Child Care Centre	100 Rainbow Street Randwick NSW 2031	95078660496

**Signatures****Employer/Employer representative**

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



Signature

BIANCA LAWRENCE

Full Name

VICE PRESIDENT OF PMC

Title/Authority to Sign

8/20 <sup>BL 10 JUN 25</sup> ~~ADPT5~~ ADDISON STREET, KENSINGTON NSW 2033

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
Oasis Community Children's Centre Inc	Oasis Community Childrens Centre	27 Ann Street, Salisbury SA 5108	34 732 581 355

**Signatures****Employer/Employer representative**

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



Signature

Emma Calyun

Full Name

Director

Title/Authority to Sign

27 Ann Street, Salisbury SA 5108

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 Rd, MILE END SA 5031

---

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for Learnaversity ATF The Hocks Trust	Cubbys Learnaversity 1 Phyllis Street Castletown Australia 6450 WA	ABN: 98025125147

## Signatures

### Employer Representative

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

*Chocks*

Signature

Cassandra Hocks

Full Name

Administrator

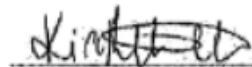
Job Title

28 Garfield Drive, Australind WA 6233 Australia

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

Kira Bottrell

Full Name

Director

Job Title

1 Phyllis St, Castletown WA 6450

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
CUDAL COMMUNITY CHILDREN'S CENTRE	CUDAL COMMUNITY PRE SCHOOL INC  15 Main Street Cudal  NSW 2864	99 755 861 490

## Signatures

### Employer Representative

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

*J. Catonall*  
Signature

*SIMONE CATONALL*  
Full Name

*SECRETARY*  
Title

*15 MAIN ST CUDAL NSW 2864*  
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 Xuereb  
\_\_\_\_\_  
Full Name

Educator  
\_\_\_\_\_  
Title

1007 Davys Pains rd Cuckoo 2864 NSW  
\_\_\_\_\_  
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 LION EARLY LEARNING PTY LTD	LITTLE LION EARLY LEARNING PTY LTD 2 Broome Street Waterloo NSW 2017	37 626 761 322 626 761 322

## Signatures

### Employer Representative

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

*Sinor Tamang*

Signature

*SINOR TAMANG*

Full Name

*Area Manager*

Title

*41-43 Dickson Avenue Artarmon, 2065 NSW*

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

Mandy Gu

Full Name

Xiaomeng Gu

Title

Centre Manager (MQ)

Address (including State and Postcode)

110 Talavera Road. Macquarie Park 2113 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), 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
PLAY LEARN & GROW EARLY EDUCATION CENTRE PTY LTD	Play Learn and Grow Early Education Centre, 168 Maitland Road, Mayfield, NSW, 2304	ABN: 81609074839  ACN: 609074839

## Signatures

### Employer Representative

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



Signature

Sherie Stamp

Full Name

Nominated Supervisor

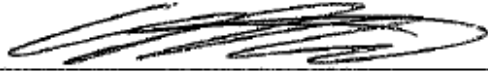
Job Title

21 Robert Street Wickham NSW 2293

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

GEMMA LEOTTA

Full Name

ADMINISTRATOR

Job Title

46 ASHUR ST, GEORGETOWN, NSW, 2298

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
ABOUT CHILD CARE CONSULTING PTY LTD	A1 FUN GREENFIELDS, 13 Irrawaddy Drive, Greenfields, WA 6210	ABN: 90 669 724 403  ACN: 669 724 403

## Signatures

### Employer Representative

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



Signature

JESSICA LEE DOYLE

Full Name

APPROVED PROVIDER

Job Title

13 Irrawaddy Drive, Greenfields, WA, 6210

Address (including State and Postcode)

### Employee Representative

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

A Gilbert  
Signature

Susan Gilbert  
Full Name

Qualified Educator  
Job Title

3 Oakover Turn, Greenfields, 6210. W.A.  
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
NORTHERN AREA COMMUNITY AND YOUTH SERVICES INC (NACYS)	NACYS CHILD CARE CENTRE	P.O. BOX 1518 DANOREN PK DANOREN PK SA 5113	32 035 810 209

## Signatures

Employer/Employer representative

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

  
Signature

ANN-MARIE HAYES  
Full Name

INTERIM CEO  
Title/Authority to Sign

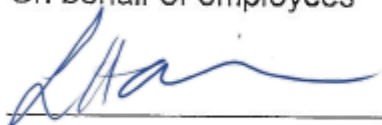
2 OLD FORD ST DANOREN PARK S.A. 5113.  
Address (including State and Postcode)

30-4-2025



**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)



## 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
ALL 4 KIDS KINDERGARTEN PTY LTD	ALASAN COTTAGE PRE SCHOOL at 8 Tabor Street, Glenbrook, NSW, 2773  MULGOA PRE-SCHOOL at 124 St Thomas Road Mulgoa, NSW, 2745	ABN: 57 083 805 430  ACN: 083 805 430

## Signatures

### Employer Representative

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



Signature



Full Name




Job Title





## 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)

**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
AJS.VALENCIA PTY LTD	MENTONE PARK CHILDCARE AND PRESCHOOL	18 Acacia Avenue ,Mentone , Vic 3194	84666242164

**Signatures**

**Employer** Employer representative

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

Signature



Full Name

ADRIAN ZHU

Title/Authority to Sign

Director / owner.

Address (including State and Postcode) 18 Acacia Avenue, Mentone  
3194

**United Workers Union**

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, United Workers Union

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
GRENFELL PRESCHOOL AND LONG DAY CARE CENTRE INCORPORATED	GRENFELL PRESCHOOL AND LONG DAY CARE CENTRE INCORPORATED 35 Forbes Street Grenfell NSW 2810	55 849 873 877

## Signatures

### Employer Representative

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



Signature

BRADLEY JAMES STUTTS

Full Name

PRESIDENT - BOARD

Title

35 FORBES ST GRENFELL NSW 2810

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.

B Muldoon  
Signature

Belinda Muldoon  
Full Name

Education leader / EGT  
Title

6 Rose Street Crenfell 2810 NSW  
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
A1 FUN PTY LTD	<p>A1 Fun Pinjarra at 16 Camp Road, Pinjarra, WA, 6208</p> <p>A1 Fun JTC at 35 Gibla Street, Mandurah, WA, 6210</p>	<p>ABN: 58130839315</p> <p>ACN: 130839315</p>

## Signatures

### Employer Representative

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

A Gilbert.  
Signature

Susan Kay Gilbert.  
Full Name

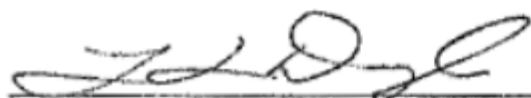
Director.  
Job Title

3 Oakover Turn, Greenfields WA 6210

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 DOYLE

Full Name

OPERATIONS MANAGER

Job Title

13 AMADEUS CRES, PORT KENNEDY WA 6172

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
Children's Hospital Child Care Centre Association	Children's Hospital Child Care Centre Association	15 Hospital Avenue, Nedlands WA 6009	ABN: 52314568035

**Signatures****Employer/Employer representative**

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

Sarah Williams

Signature



Full Name

Director

Title/Authority to Sign

15 Hospital Avenue, Nedlands WA 6009

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
Royal Melbourne Institute of Technology	RMIT University	124 La Trobe St, Melbourne VIC 3000	49 781 030 034

## Signatures

### Employer/Employer representative

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

*Stephen Morrison*

Signature

Stephen Morrison

Full Name

Director, Policy & Workplace Relations

Title/Authority to Sign

124 La Trobe Street Melbourne VIC 3001

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
ABOUT CHILD CARE PTY LTD	Ace Foundation Christian College at 115 Waldron Blvd, Perth, WA, 6210	ABN: 94 112 503 474
	ACE Early Learning Centre at 17 Fraser Ent, Perth, WA, 6210	ACN: 112 503 474

## Signatures

### Employer Representative

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

A Gilbert  
Signature

Susan Gilbert  
Full Name

Director  
Job Title

\_\_\_\_\_

3 Oakover Turn, Greenfields, WA, 6210.  
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.

T. Belling  
Signature

Tiffany Joy Belling  
Full Name

Nominated Supervisor  
Job Title

25 Myerick St, Mandurah, W.A 6210  
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 Hawken Family Trust	King Cole Day Care and Kindergarten at 33 McAlister Street, Townsville, QLD, 4811  PLAYMATE DAYCARE KINDERGARTEN & PREP SCHOOL at 99 Clarke Street, Townsville, QLD, 4811	ABN: 59803082139

### Signatures

#### Employer Representative

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

Sherilyn J. Telford  
Signature

SHERILYN JAYNE TELFORD  
Full Name

DIRECTOR  
Job Title

99 CLARKE STREET GARBUT QLD 4814  
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

Caitlin Henke

Full Name

Lead Educator

Job Title

99 Clarke Street Garbutt QLD 4874

Address (including State and Postcode)



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

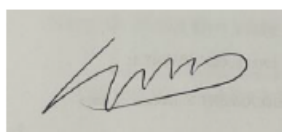
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business Name	Trading name	Address	ABN/ACN
Young Tae and Tae Sook Kang	Fairytales Preschool and Long Day Care Centre	11A Wavell Ave, Carlingford, NSW, 2118	38 257 809 960

## Signatures

### Employer/Employer representative

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



Signature

Sun Ae Shin (Julia)

Full Name

Centre Supervisor

Title/Authority to Sign

11A Wavell Ave, Carlingford NSW 2118

Address (including State and Postcode)

## 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

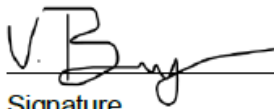
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business Name	Trading name	Address	ABN/ACN
Cashlist PTY LTD	Bangalow Preschool Kindergarten	12 Holway street. Eastwood NSW 2122	37050213360

## Signatures

### Employer/Employer representative

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



Signature

Vickie Burgess

Full Name

Approved Provider

Title/Authority to Sign

12 Holway Street, Eastwood NSW 2122

Address (including State and Postcode)

## 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), 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
R&J Services Pty Ltd	Betty Elaine Kindergarten	93 platform St Lidcome 2141	ABN 31648842791

## Signatures

### Employer/Employer representative

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

[signature]

Signature 

Rawida AL Hajjaj

Full Name

Approved Provider

Title/Authority to Sign

93 Platform St Lidcome 2141

Address (including State and Postcode)

## 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)

---

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

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

<sup>3</sup> These three organisations are covered by the ECEC Agreement and are default bargaining representatives.

<sup>4</sup> Section 216A(5) of the FW Act.

<sup>5</sup> [\[2025\] FWC 1179](#).

<sup>6</sup> Section 216AAA(1) of the FW Act.

<sup>7</sup> Section 216AAA(2) of the FW Act.

<sup>8</sup> Section 216A(4) of the FW Act.

<sup>9</sup> See *March 2025 variations decision* at [35], [36].

<sup>10</sup> See the *January 2025 variations decision* at [46] to [56].

<sup>11</sup> See *March 2025 variations decision* at [44] to [55].

<sup>12</sup> [\[2023\] FWCFB 176](#) at [60].