



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

Oz Education Glendale Pty Ltd T/A Oz Education Glendale and Others

(B2025/1094, B2025/1105, B2025/1142, B2025/1180, B2025/1181, B2025/1182, B2025/1183, B2025/1189, B2025/1190, B2025/1191, B2025/1192, B2025/1193)

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

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 5 AUGUST 2025

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

[1] This matter concerns 12 applications for the approval of variations to the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026 (ECEC Agreement)* to add the respective employers, and their relevant employees, to its coverage. The details of each application, the relevant employers (**applicant employers**) and associated matter numbers are set out at Annexure A to this decision.

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

[3] The applicant employers are all engaged in the early childhood education and care (ECEC) sector. A similar batch of s.216AA applications concerning the ECEC Agreement was determined by the Commission as presently constituted in January 2025 with the decision¹ (*January 2025 variations decision*) approving some 33 variations. Further, a secondary decision² (*March 2025 variations decision*) was published on 18 March 2025 approving 136 variations. A series of 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) which has also countersigned some of the variations. No concerns with any of the applications have been raised by the Independent Education Union of Australia or the Australian Education Union.³

[6] To the extent that the applications as originally made contained minor errors or omissions, I have waived the irregularities. Where this involved an issue with the variation itself, such as the variations not being signed as required or an incorrect entity reference, I have given leave under s.586(a) of the FW Act to amend the applications to substitute the corrected documents. In some limited cases, I have also sought clarifying or confirming documentation or information to assist with the assessment of the relevant approval requirements.

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

[8] The scheme of the FW Act, and its provisions relevant to these matters, were all comprehensively set out and discussed in the *January 2025 variations decision* and the *March 2025 variations decision*. I need not repeat that here; however, what follows should be read in conjunction with these earlier decisions. See also the *National Practice Leader's Statement* concerning applications of this kind I issued on 30 April 2025.⁵

[9] Having considered the applications, I have determined to approve each of the variations that 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.⁶ The FW Act also provides some examples of the kinds of employees whose circumstances and needs are to be taken into account.⁷

[12] The material provided with each of the applications supports a finding that these requirements have been met. The measures undertaken included the provision of comprehensive and accurate written explanations of the effect of the variation; and access to all relevant documents (including the ECEC Agreement, the 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 and supplementary information confirm that appropriate steps have been taken.

[13] I observe that in some cases an earlier version of the ECEC Agreement (without the impact of the 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.⁸

The making of the applications – s.216AA

[15] The applications were made within 14 days after the variations were made.

[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)*. As stated earlier, in some applications, the UWU has represented the employees and signed the variation on their behalf. In others, an identified employee representative, who would be covered by the ECEC Agreement if the variation is approved, has signed the variation consistent with regulation 2.10B of the Regulations.

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

The other approval requirements – s.216AB

Consistency with the supported bargaining authorisation requirements

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

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

- The prevailing pay and conditions within the relevant industry or sector (including whether low rates of pay prevail in the industry or sector) – s.243(1)(b)(i);

- Whether the employers have clearly identifiable common interests – s.243(1)(b)(ii); and
- Any other matter considered appropriate – s.243(1)(b)(iv).

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

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

[23] I also note that each of the applicant employers has confirmed to the Commission that they have already applied for, or will do so within a stated period, the EWRP grant funding from the Commonwealth Government.¹⁰

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

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

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

[26] Section 216AD provides, in effect, that the Commission must apply the terms of s.188 with the stated modifications in its assessment as to whether each variation has been genuinely agreed. In applying these requirements, I have adopted an approach that is consistent with that taken in the earlier decisions of the Commission.¹¹

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

General building and construction work

[28] Section 216AB(2) of the FW Act prevents a variation of this kind being approved if it were to cover employees in the general building and construction industry. The variations include only employees of a kind who are already covered by the ECEC Agreement and its facilitating authorisation. The Full Bench in making the authorisation has found¹² that it does not cover employees in the general building and construction industry. I agree and adopt that finding here.

Any existing single interest authorisation

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

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

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

Other considerations – s.216AE

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

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

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

Conclusions and approvals

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

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

[36] The Commission has a discretion under s.216AF of the FW Act to determine the date of effect of the variations. In the absence of contrary proposals, the variations in this matter will operate from today (5 August 2025).

[37] In conclusion, I observe that with these approved variations, the ECEC Agreement now covers some 485 employers and over 45,000 employees.

The block contains a handwritten signature in black ink on the left and the official seal of The Fair Work Commission on the right. The seal is circular with the text 'THE SEAL OF THE FAIR WORK COMMISSION' around the perimeter and 'AUSTRALIA' at the bottom. In the center of the seal is the Australian coat of arms, featuring a kangaroo and an emu flanking a shield, topped with a seven-pointed star.

[2025] FWCA 2546

DEPUTY PRESIDENT

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ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/1094	Oz Education Glendale Pty Ltd	Oz Education Glendale
B2025/1105	R&I Precise Services Pty Ltd	Happy Times Childcare & Early Learning Centre
B2025/1142	Disne Pty Ltd	Caterpillar Club House Child Care Centre
B2025/1180	Balga Senior High School Child Care Centre (Inc)	Teen Family Centre
B2025/1181	HazelGrove Baulkham Hills Pty Ltd	HazelGrove Early Education Centre
B2025/1182	Empower Early Learning Centre Pty Ltd	Empower Early Learning Group
B2025/1183	Hunt Community Child Care Centre Inc	
B2025/1189	Bellas Child Care Centre Pty Ltd	Kookaburra Early Learning
B2025/1190	Oppia Wantirna South Pty Ltd	Oppia Wantirna South
B2025/1191	The Trustee for The Mansour Family Trust	Gingerbread Kindergarten Kellyville Gingerbread Preschool Kindergarten
B2025/1192	Costi's Enterprises Pty Ltd	Kindikids Early Learning Centre Five Dock Kindikids Early Learning Centre Ryde Kindikids Early Learning Centre 3 Kindikids Early Learning Centre 1
B2025/1193	Aspire Early Education & Kindergarten Huntly Village Pty Ltd	Aspire Early Education and Kindergarten Huntly Village Pty Ltd

ANNEXURE B

Variations



Oz Education Early Learning Centres
Quad 2, 6 Parkview Ave. Olympic Park NSW 2127
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 GLENDALE PTY LTD	Oz Education Glendale	306-308 Lake Rd. Glendale NSW 2285	24 660 365 355

Signatures

Employer/ Employer representative

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

A handwritten signature in black ink, appearing to read "Sunny Lee".

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

United Workers Union

On behalf of employees

A handwritten signature in blue ink, appearing to read "L Harrison", 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)

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
R&I Precise Services Pty Ltd	Happy Times Childcare & Early Learning Centre	21 Long St, Mentone VIC- 3194	49 658 201 579

Signatures

Employer/Employer representative

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



Signature

RAJESH SHARMA

Full Name

APPROVED PROVIDER - PMC

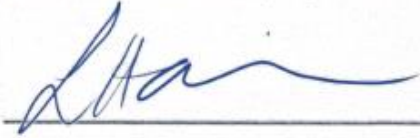
Title/Authority to Sign

21 Long St. Mentone VIC - 3194

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
Disne Pty Ltd	Caterpillar Club House Child Care Centre	1544 Albany Hwy Beckenham 6155	612088141

Signatures

Employer/Employer representative

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

Inoka Edwrad

Signature

Inoka Edwrad

Full Name

Owner / Director

Title/Authority to Sign

1544 Albany Hwy Beckenham WA 6107

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, 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
BALGA SENIOR HIGH SCHOOL CHILD CARE CENTRE (INC)	TEEN FAMILY CENTRE 2 Markham Way Balga WA 6061	11 278 929 115

Signatures

Employer Representative

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

Signature



Full Name

Carol Lyons

Title

CEO

Address (including State and Postcode)

C/O 2 MARKHAM WAY BALGA WA 6061

Employee Representative

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

Signature

A handwritten signature in black ink, appearing to read 'Laura Covill', with a stylized, cursive script.

Full Name

Laura Covill

Title

Educator

Address (including State and Postcode)

C/O 2 MARKHAM WAY BALGA WA 6061

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
HAZELGROVE BAULKHAM HILLS PTY LTD	HazelGrove Early Education Centre 33 Canyon Road Baulkham Hills NSW 2153	71 657 183 956 657 183 956

Signatures

Employer Representative

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

Signature



Full Name: **Anthony Lebnan**

Title: **Approved Provider**

Address (including State and Postcode)

33 Canyon Road, Baulkham Hills NSW 2153

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 Dingley

Full Name

Educational Leader / Assistant Director

Title

633/18 Free Settlers Drive, Kellyville, NSW, 2155

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
EMPOWER EARLY LEARNING CENTRE PTY LTD	EMPOWER EARLY LEARNING GROUP 122 Bringelly Road Kingswood NSW 2747	93 654 507 356 654 507 356

Signatures

Employer Representative

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

Signature

Jade Borg


Full Name : Jade Borg

Title : Company Director

Address (including State and Postcode) : 14B Victory Street South
Penrith 2750 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 
AS

Full Name : Alicia Sciberras

Title : Director

Address (including State and Postcode) : 90 Hillston Circuit Gregory
Hills 2557 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
HUNT COMMUNITY CHILD CARE CENTRE INC	HUNT COMMUNITY CHILD CARE CENTRE INC 103 Cochrane Street Brighton VIC 3186	22 778 781 040

Signatures

Employer Representative

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


Signature

Meaghan McInerney
Full Name

President - Committee
Title

103 cochrane st Brighton VIC 3186
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

Tongxi Jin

Full Name

Educational Leader / Lead Teacher

Title

94 Martin Street, Brighton, VIC 3186

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
BELLAS CHILD CARE CENTRE PTY LTD	Kookaburra Early Learning, 108 Johnston St, Casino, NSW, 2470	ABN: 75669052840 ACN: 669052840

Signatures

Employer Representative

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


Signature

Lynn Snyman

Full Name

Owner / Operator

Job Title

108 Johnston St, Casino, NSW, 2470

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

Naomi Sharon Higgins

Full Name

Centre Manager / Director

Job Title

108 Johnston St, Casino, NSW, 2470

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
OPPIA WANTIRNA SOUTH PTY LTD	Oppia Wantirna South, 17 Old Orchard Drive, Wantirna South, VIC, 3152	ABN: 28679918444 ACN: 679918444

Signatures

Employer Representative

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



Signature

MEGAN ANNE HOLT

Full Name

OWNER


Job Title

31A PARKMORE RD, BENTHEIGH 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 

Full Name Nicole Cronin

Job Title Centre Director

Address (including State and Postcode)

14 Traydal close, Wantina, Victoria 3152.

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 Mansour Family Trust	Gingerbread Kindergarten Kellyville at 5-7 St Paul's Avenue, Castle Hill, NSW, 2154 Gingerbread Preschool Kindergarten at 28-30 Bourke Street, Queens Park, NSW, 2022	ABN: 85940702595

Signatures

Employer Representative

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



Signature

Samer Mansour

Full Name

Approved Provider / Director

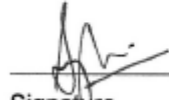
Job Title

5-7 St Paul's Avenue, Castle Hill, NSW, 2154

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

Suruchi Joshi

Full Name

Early Childhood Teacher

Job Title

5-7 St Paul's Avenue, 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), 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
COSTI'S ENTERPRISES PTY LTD	Kindikids Early Learning Centre Five Dock at 4-8 Ramsay Road, Five Dock, NSW, 2046 Kindikids Early Learning Centre Ryde at 486-488 Victoria Road, Ryde, NSW, 2112 Kindikids Early Learning Centre 3 at 33 Boomerang Road, Edensor Park, NSW, 2176 Kindikids Early Learning Centre 1 at 298-302 Edensor Road, Edensor Park, NSW, 2176	ABN: 43 080 637 958

Signatures

Employer Representative

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



Signature

Vanessa Mostyn

Full Name

General Manager


Job Title

Unit 27, 16-22 Dumaresq Street, Gordon NSW 2072

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

Georgia Stavropoulos

Full Name

Operations Manager

Job Title

12 Dogwood Crescent, Denham Court NSW 2565

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
ASPIRE EARLY EDUCATION & KINDERGARTEN HUNTLY VILLAGE PTY LTD	Aspire Early Education and Kindergarten Huntly Village Pty Ltd, 106 & 108 Waratah Rd, Huntly, VIC, 3551	ABN: 16 670 909 921

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

Head of People & Talent


Job Title

Level 9 / 627 Chapel St South Yarra VIC 3141

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

Megan Fusti

Full Name

Head of Curriculum

Job Title

106 - 108 Waratah Rd, Huntly, VIC, 3551

Address (including State and Postcode)

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

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

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

⁴ Section 216A(5) of the FW Act.

⁵ [\[2025\] FWC 1179](#).

⁶ Section 216AAA(1) of the FW Act.

⁷ Section 216AAA(2) of the FW Act.

⁸ Section 216A(4) of the FW Act.

⁹ See *March 2025 variations decision* at [35], [36].

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

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

¹² [\[2023\] FWCFB 176](#) at [60].