



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

Search Light Inc and Others

(B2025/160, B2025/167, B2025/195, B2025/197, B2025/215, B2025/218, B2025/245, B2025/273, B2025/275, B2025/277, B2025/278, B2025/279, B2025/280, B2025/281, B2025/282, B2025/283, B2025/284, B2025/289, B2025/308, B2025/309, B2025/320, B2025/321, B2025/323, B2025/324, B2025/325, B2025/326, B2025/327, B2025/328, B2025/329, B2025/330, B2025/331, B2025/332, B2025/333, B2025/334, B2025/335, B2025/336, B2025/337, B2025/338, B2025/339, B2025/340, B2025/343, B2025/344, B2025/345, B2025/346, B2025/347, B2025/348, B2025/349, B2025/350, B2025/351, B2025/352, B2025/353, B2025/354, B2025/356, B2025/357, B2025/358, B2025/359, B2025/361, B2025/362, B2025/365, B2025/366, B2025/367, B2025/368, B2025/369, B2025/370, B2025/371, B2025/372, B2025/373, B2025/374, B2025/375, B2025/376, B2025/377, B2025/378, B2025/379, B2025/380, B2025/381, B2025/382, B2025/383, B2025/384, B2025/385, B2025/386, B2025/387, B2025/388, B2025/389, B2025/390, B2025/391, B2025/392, B2025/393, B2025/394, B2025/395, B2025/396, B2025/397, B2025/398, B2025/399, B2025/400, B2025/401, B2025/402, B2025/403, B2025/404, B2025/405, B2025/406, B2025/407, B2025/408, B2025/409, B2025/410, B2025/411, B2025/412, B2025/413, B2025/414, B2025/415, B2025/416, B2025/417, B2025/418, B2025/419, B2025/422, B2025/423, B2025/424, B2025/425, B2025/426, B2025/427, B2025/428, B2025/429, B2025/430, B2025/431, B2025/432, B2025/433, B2025/434, B2025/435, B2025/436, B2025/437, B2025/438, B2025/439, B2025/440, B2025/441, B2025/442, B2025/443, B2025/481)

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

Children's services

DEPUTY PRESIDENT HAMPTON

ADELAIDE, 18 MARCH 2025

Applications for variation of the Early Childhood Education and Care Multi-Employer Agreement 2024-2026 to add employers and their relevant employees

[1] This matter concerns 136 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.

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

[5] The ECEC Agreement was approved² by a Full Bench of the Commission on 10 December 2024 with reasons issued later (**approval decisions**). It was the first supported bargaining agreement made since the FW Act was amended by the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth) (**SJBP Act**). The ECEC Agreement was made following a supported bargaining authorisation issued under s.242 and related provisions of the FW Act by an earlier Full Bench in September 2023³ (**authorisation**).

[6] Part of the context for the making and approval of the ECEC Agreement is that the Commonwealth Government has made available funding for an Early Childhood Education and Care Worker Retention Payment (**EWRP**). The objective of the EWRP is to boost the wages of employees in the ECEC sector. A clear objective of the ECEC Agreement is to facilitate access to the EWRP.⁴

[7] The ECEC Agreement presently covers 93 employers and many thousands of employees engaged in the ECEC sector. The ECEC sector is defined in clause 3 of that agreement as follows:

“**children’s services and early childhood education sector** means the sector of long day care, occasional care (including those occasional care services not licensed), nurseries, children’s service centres, day care facilities, family based children’s service, out-of-school hours care, vacation care, adjunct care, in-home care, kindergartens and preschools, mobile centres and early childhood intervention programs.”

[8] The ECEC Agreement is underpinned by the *Children’s Services Award 2010* and the *Educational Services (Teachers) Award 2020* (together, **Awards**).

[9] The United Workers’ Union (**UWU**), Australian Education Union (**AEU**) and the Independent Education Union of Australia (**IEU**) are also covered by the ECEC Agreement.

[10] 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 UWU, which has also countersigned many of the variations, and no concerns with any of the applications have been raised by the AEU or IEU.

¹ [2025] FWCA 282, issued on 28 January 2025.

² [2024] FWCFB 455 with reasons delivered on 17 December 2024 – [2024] FWCFB 461.

³ PR766609 see *Application by United Workers’ Union, Australian Education Union and Independent Education Union of Australia* [2023] FWCFB 176.

⁴ *Ibid* at [28].

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

[12] Under the FW Act, the variations have no effect unless approved by the Commission,⁵ and these applications seek that approval. In all of the circumstances I have dealt with these matters without holding a hearing.

[13] 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. I need not repeat that here; however, what follows should be read in conjunction with the earlier decision.

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

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

[15] The Commission is being requested to approve the variations to the ECEC Agreement that have been made by the parties. It is convenient to first deal with the requirements of the FW Act in that regard. I will return later to the requirement that the variations have been genuinely agreed and related matters.

[16] The variation may be jointly made by an employer that is not yet covered by a supported bargaining agreement, and their affected employees, being the employees employed by it at the time who will be covered by the agreement if the variation is approved by the Commission. The relevant time would be when the variation is being made.⁶

[17] The employer may request that the affected employees approve the proposed variation by voting for it. Any such vote may be undertaken by ballot including by an electronic method.⁷

[18] 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.

⁵ Section 216A(5) of the FW Act.

⁶ Section 216A(1) and s.12 of the FW Act.

⁷ Section 216A(3) of the FW Act.

[19] 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.⁸ The FW Act also provides some examples of the kinds of employees whose circumstances and needs are to be taken into account.⁹

[20] The material provided with each of the applications supports a finding that these requirements have been met. The measures undertaken included the provision of comprehensive and accurate written explanations of the effect of the variation; and access to all relevant documents (including the ECEC Agreement, the Awards and information about the 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. This has included in the limited circumstances where this was applicable, the provision of key documents translated into relevant languages. Further, appropriate information and sufficient notice was generally provided in advance of each ballot or vote. I will deal with some limited exceptions on notice as part of the consideration of whether the variations are genuinely agreed.

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

[22] The variation in each case has been made under the relevant terms of the FW Act.¹⁰

The making of the applications – s.216AA

[23] As noted above, the applications have been made by each applicant employer following a variation being agreed. The material accompanying the applications complied with the requirements of the FW Act and the *Fair Work Commission Rules 2024 (Rules)*.

[24] In this latter regard, the Rules provided, in effect, that these applications were to be served upon all of the existing employers (and the employee organisations) covered by the ECEC Agreement.¹¹ However, on 16 January 2025, the Commission issued an order¹² modifying the service requirements in relation to these and other like applications to vary the ECEC Agreement (**modified service orders**). The modified service orders required that the applications only be served upon the employer and employee organisations involved in the making of the ECEC Agreement. This approach was also applied¹³ to the service of any declaration filed by the employee organisations involved. This modification to the service requirements was made in the context of the industry, the nature of the ECEC Agreement and

⁸ Section 216AAA(1) of the FW Act.

⁹ Section 216AAA(2) of the FW Act.

¹⁰ Section 216A(4) of the FW Act.

¹¹ Rule 22 and Schedule 1.

¹² PR783349.

¹³ PR783350.

the fact that the making of each application is made public by the Commission on a dedicated webpage. Further, as part of the modified service orders, notices confirming these arrangements were to be issued to all existing employers, which also facilitated access to any applications and declarations made. These notices have been provided. To the extent that any of the applications did not comply with the original or modified service requirements, I have waived compliance with the Rules under rule 6 given all of the circumstances, including the fact that all applications have been made available to all of the organisations cited in the service orders. In addition, the effect of the notices that have been given to all of the existing employers is now also set out on the Commission's dedicated webpage.

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

[26] Section 216AA(2)(b) requires that the application be accompanied by a "a copy of the agreement as proposed to be varied." I consider that what is required is a copy of the relevant enterprise agreement as it stands at the time that the variation is being made by the parties.¹⁴

[27] 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.

[28] In this regard, I observe that some applicant employers have provided a copy of the ECEC Agreement with their application that did not completely reflect the most up to date version, such as not including a complete list of the employers who are covered by the Agreement. In these circumstances, I have waived the irregularity under s.586(b) of the FW Act. This is appropriate for reasons alluded to earlier and noting that the variation in each case is solely to add an additional employer to an already long list of existing employers.

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

[30] 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

[31] The effect of s.216AB of the FW Act is that if a relevant application has been made, the Commission must approve the variation if it is satisfied as to each of the following:

- If the application had been made for a supported bargaining authorisation in relation to the same affected employees and employer, the Commission would have been

¹⁴ See January 2025 variations decision at [29].

required to make the authorisation under ss.243 and 243A of the FW Act. This is informed by the modification of the authorisation making requirements established by s.216AC.

- The affected employees have voted on whether to approve the variation and a majority of valid votes approved the variation. I have dealt with this requirement earlier in this decision.
- The variation has been genuinely agreed by the affected employees in accordance with s.216AD. Section 216AD calls into play s.188 of the FW Act but modifies its operation to take into account that it is a variation, rather than a new enterprise agreement, that is being agreed.

[32] Subject to other requirements, satisfaction with the above would then require the Commission to approve the variation unless it was satisfied that there are serious public interest grounds for not approving the variation.

[33] There are two other restrictions on the circumstances where the Commission must approve the variation. The variation must not be approved if the result of the variation is that:

- The agreement would cover employees in relation to general building and construction work; and
- The employer concerned is specified in a single interest authorisation in relation to any of the affected employees.

[34] These are dealt with later in this decision. I deal with below each of the other requirements of s.216AB in turn.

Consistency with the supported bargaining authorisation requirements

[35] 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 the following considerations from s.243(1)(b):

- Whether the likely number of bargaining representatives for the agreement would be consistent with a manageable collective bargaining process (ss.(1)(b)(iii)); and
- The FWC must be satisfied that at least some of the employees who will be covered by the agreement are represented by an employee association (ss.(1)(c)).

[36] Further, the references to the employers and employees in s.243 and s.243A are taken to include the applicant employer and their affected employees.

[37] 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).

[38] 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).

[39] 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.

[40] 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.¹⁵

[41] 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?

[42] 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).

[43] 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.

[44] The modifications provided by s.216AD allow for the fact that the application concerned involves a variation to an existing agreement rather than the making of a new enterprise agreement and the references to the employees concerned is taken to be the “affected employees” as defined in s.12 and the note in s.216A(1) of the FW Act. The modifications also include that certain pre-employee approval steps required for the making of a new enterprise agreement, such as the requirement for prior employee bargaining representative approval and those associated with the Notice of Employee Rights,¹⁶ do not apply to a variation of this kind to a supported bargaining agreement.

¹⁵ See the January 2025 variations approval decision at [46] to [56].

¹⁶ Including ss.188(2A), (3) and (4) and 188B(3)(a) and (b) of the FW Act.

[45] Under s.188(1) of the FW Act, the Commission is also obliged to take into account the Statement of Principles on genuine agreement¹⁷ (**Statement of Principles**).

[46] The Statement of Principles is a comprehensive statement issued by a Full Bench of the Commission and it is not necessary to set out all of its terms here. Amongst other matters, it addresses:

- Providing employees with a reasonable opportunity to consider a proposed enterprise agreement (variation);
- Explaining to the employees the terms of a proposed enterprise agreement (variation) and its effect;
- Providing employees with a reasonable opportunity to vote on a proposed agreement (variation) in a free and informed manner, including by informing the employees of the time, place and method for the vote; and
- Other relevant matters including the assessment of whether the employees have a sufficient interest in the terms of the agreement (variation), the need for an authentic exercise in agreement making, and the views of employee bargaining representatives.

[47] I have taken into account the Statement of Principles in considering the requirements of s.188 of the FW Act in its form as modified by s.216AD.

[48] Without dealing with all matters which arise, I am satisfied that in each case the employees involved in voting for the variations had both a sufficient interest in the variation and are sufficiently representative of the employees to be included in the ECEC Agreement as a result of each variation. Further, the agreed variations are authentic including by virtue that the employees who voted for the variation had an informed and genuine understanding of what was being approved. The outcomes of the ballots are also supported by the relevant employee organisations and bargaining representatives.

[49] I have earlier found that the employers had met the relevant pre-ballot information requirements of s.216AAA, and I consider that the arrangements for the ballots were consistent with the making of genuinely agreed variations. In this regard, I observe that in a limited number of occasions, the ballots were conducted without 7 clear calendar days' notice of the vote. This expectation is contained in the Statement of Principles at paragraphs 4 – 6 and 15 – 16.

[50] A Full Bench¹⁸ of the Commission has clarified the operation of the statutory provisions in light of the Statement of Principles in the following terms:

“[76] The important point to be made is that while the Commission is required to take into account the Statement of Principles in determining whether an agreement has been genuinely agreed, it does not operate as a set of mandatory rules that must be complied

¹⁷ *Fair Work (Statement of Principles on Genuine Agreement) Instrument 2023*.

¹⁸ *Shop, Distributive and Allied Employees Association v Allen Family Pty Ltd t/a Subway Clare, Subway Findon, Subway Broken Hill, Subway Kadina, Subway Port Adelaide, Subway Port Pirie* [2024] FWCFB 48 at [76].

with by an employer absent which the Commission cannot be satisfied that an agreement has been genuinely agreed. Where an employer follows pre-approval steps that are consistent with the Statement of Principles, that would weigh more favourably towards a conclusion that an agreement has been genuinely agreed. The converse is equally true of course. The requirement to take into account the Statement of Principles does not displace the requirement to consider each of the other matters set out in s 188 in determining whether an agreement has been genuinely agreed. In the present case, the SDA submits that there are various grounds upon which we should find that the Agreement has not been genuinely agreed. We turn to those matters now.”

[51] Although employers should make every effort to follow all of the principles set out in the Statement of Principles, I do not consider that the ‘omission’ in terms of the notice period is such that in these matters the variations have not been genuinely agreed. This arises from the general context of the ECEC Agreement and nature of the variation being considered, and the information otherwise provided to the employees. I will also return to some of these aspects shortly. In addition, the UWU acting as bargaining representatives has supported the approval of each of these variations. I have also treated some other (minor) omissions concerning the Statement of Principles in the same manner and largely for the same reasons. In effect, the purpose of the relevant principles at issue is to assess whether the employees were provided with a reasonable opportunity to consider a proposed variation¹⁹ and to vote in a free and informed manner.²⁰ The omissions here do not lead me to conclude that in any relevant case, the agreement to the variation was not genuine. Put more directly, as is required by the FW Act, I am satisfied that the variations in each case have been genuinely agreed.

[52] Further, although not requirements in their own right, I also observe that a high participation rate and strong support for each ballot was evident in most applications.

[53] As would be clear from the earlier parts of this decision, the Commission is dealing with a series of applications to vary the ECEC Agreement to add employers. Further, I observe that after each batch of applications is being determined, the Commission issues an (unofficial) updated and consolidated version of that agreement. This is in practical terms the only version that is readily available to be provided to the affected employees as part of the pre-employee vote information requirements. Consistent with the legislation and the Statement of principles, the use of the most up to date version is highly preferable.

[54] In this matter, some of the employers have utilised a previous version of the ECEC Agreement as part of that process. However, I do consider that in those matters, this means that the employees concerned have not genuinely agreed to the variation. This finding arises from the nature of the ECEC Agreement, the details of the other explanation and materials provided, and the nature of the variations being agreed. In terms of the nature of the variations, the variation in each case is solely to add an additional employer to an already long list of existing employers. The earlier version, combined with the explanation of the terms of the ECEC Agreement itself, already makes clear the nature and coverage of that instrument. This includes that it is a multi-employer agreement applying to the ECEC sector. The nature of the existing employers is also readily discernible from the earlier version.

¹⁹ Paragraph 4 of the Statement of Principles.

²⁰ Paragraphs 16 and 16 of the Statement of Principles.

[55] I would distinguish the above approach from a case where the variation concerned involves a variation to the terms of the enterprise agreement itself. However, in this matter, I do not consider that any irregularity over the version of the ECEC Agreement provided to the employees leads to any concerns that the employees have not genuinely agreed to the variation.

[56] Accordingly, I am also satisfied that the requirements of s.216AB(1)(c) of the FW Act have been met.

Are there serious public interest grounds for not approving the variations?

[57] Having regard to all of the circumstances of this matter I am also satisfied that there are no serious public interest grounds that militate against the approval of the variations.²¹

General building and construction work

[58] 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. That term is relevantly defined in s.23B. It is not necessary to set this out here.

[59] 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 found²² 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

[60] 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.

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

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

Other considerations – s.216AE

[63] 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.

[64] 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.

²¹ Section 216AB(1)).

²² [2023] FWCFB 176 at [60].

Conclusions and approvals

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

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

[67] 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 (18 March 2025).



DEPUTY PRESIDENT

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<PR784185>

ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/160	Search Light Inc	
B2025/167	The Trustee for the Circle of Trust	Redlynch Kindergarten
B2025/195	Rose Park Community Childcare Inc	Rose Park Community Childcare
B2025/197	The Trustee for SEN Family Trust	Discovery at Play Early Learning Centres
B2025/215	Teddy Tammy's Childcare Proprietary Limited	Teddy Tammy's Childcare
B2025/218	North East Community Children's Centre Inc	North East Community Children's Centre
B2025/245	First Five Employment Pty Ltd	First Five Early Learning
B2025/273	Golden Grove Homestead Community Children's Centre Incorporated	Golden Grove Homestead Community Children's Centre Inc
B2025/275	The Trustee for Piptree Trust	Piptree Early Learning Eight Mile Plains Piptree Early Learning Sunnybank Hills Piptree Early Learning Mount Gravatt East Piptree Early Learning Tanah Merah
B2025/277	Oz Education Auburn Pty Limited	Oz Education Auburn
B2025/278	Oz Education Boambee East Pty Ltd	Oz Education Boambee East
B2025/279	Oz Education Fairfield Pty Limited	Oz Education Fairfield
B2025/280	The Trustee for Oz Education Homebush Trust	Oz Education Homebush
B2025/281	The Trustee for The Oz Education Lake Cathie Unit Trust	Oz Education Lake Cathie
B2025/282	The Trustee for Oz Education Lidcombe Trust	Oz Education Lidcombe
B2025/283	The Trustee for Oz Education Tuggerah Trust	Oz Education Tuggerah
B2025/284	Oz Education Wyong Pty Ltd	Oz Education Wyong
B2025/289	The Community Child Care Centre at Flinders Medical Centre Inc	

B2025/308	CSD & JKM Pty Ltd	Banksia Kids Early Learning Centre
B2025/309	J.K Millard Pty Ltd	Kimberley Kids Early Learning Centre
B2025/320	CHILDSPLAYTORQUAY Pty Ltd	Childs Play Torquay
B2025/321	Canopy Ormiston Pty Ltd	Canopy Early Education Ormiston
B2025/323	Churches of Christ Community Childcare for Mission Limited	Rosebud Early Learning South Launceston Early Learning
B2025/324	Batlow Apple Tree Learning Centre Co-Operative Ltd	Batlow Apple Tree Learning Centre
B2025/325	Ada Mary A'beckett Childrens Centre Inc	Ada Mary A'Beckett Children's Centre
B2025/326	Boydern Pty Ltd	Redman House Early Childhood Learning Centre
B2025/327	Early Childhood Management Services Inc	
B2025/328	Caftan Pty. Limited	Urban Education ELC
B2025/329	Gamumbi Early Childhood Education Centre Incorporated	
B2025/330	Hatch Ell Pty Ltd	Jack & Jill Early Learning
B2025/331	Pow Place Community Child Care Centre Ltd	Pow Place Community Child Care Centre Ltd
B2025/332	Jindi Woraback Children's Centre	Jindi Woraback Childrens Centre
B2025/333	The Trustee for Kilmore Kids Trust	Sutherland Street Childcare and Kindergarten Dudley Street Childcare and Kindergarten Ferguson Street Kindergarten and Early Learning Centre
B2025/334	Moreland Community Child Care Centres Inc.	
B2025/335	The Trustee for Johnson Point Cook Trust & The Trustee for Magro Family Trust	Child's Play Point Cook
B2025/336	Randwick Open Care for Kids	Randwick Open Care for Kids Inc
B2025/337	River Region Early Education Ltd	River Region Early Education
B2025/338	Northern Schools Early Years Cluster Inc.	
B2025/339	Child's Play Early Learning Centres Pty Ltd	

B2025/340	Shaken Enterprise Pty Ltd	River Cottage Preschool and Early Education Centre
B2025/343	Acacia Indochinese Community Support Association Inc.	Acacia Children's Centres
B2025/344	The Trustee for Macarthur ELC Unit Trust	Macarthur Early Learning Centre
B2025/345	The Range Children's Centre Inc	The Range Childrens Centre
B2025/346	The Trustee for Collins Family Trust	Jungle Zoo ELC
B2025/347	Wilson, Bruce Alexander	Bruce Alexander Wilson, Mini Miners Early Learning Centr
B2025/348	Urban Education Gold Creek Pty Ltd	
B2025/349	Try Australia Children's Services	Sparkways
B2025/350	Woden Valley Child Care Association Inc	Woden Valley Early Learning Centre
B2025/351	Warrandyte Childcare and Preschool Centre Co-Operative Limited	Warrandyte Child Care and Pre-school Centre
B2025/352	Acorn East Pty Ltd	Acorn East
B2025/353	Acorn Child Care Centre Pty Ltd	Acorn Child Care Centre
B2025/354	The Beams Capital Trust	Beams Early Learning Centre
B2025/356	Sudbury Community House Association Incorporated	Sudbury House Early Learning Centre
B2025/357	The Trustee for Grader Family Trust	Ready Set Grow Child Care Centre Bluff Point Ready Set Grow Out of School Care Bluff Point Ready Set Grow Child Care Centre Dongara Bloom Early Education Jindalee
B2025/358	The Trustee for North Education Services Trust	The NEST Early Education Centre of Excellence Little Bunyas Early Education Centre of Excellence
B2025/359	Craftbound Pty Ltd	Munchkins Early Education Centre
B2025/361	The Trustee for MV Trust	Ridgehaven ELC Pty Ltd
B2025/362	Katoomba Childrens Cottage Inc	Katoomba Children's Cottage

B2025/365	Little Panda Management Pty Ltd	Little Bouncing Bears Early Learning Centre
B2025/366	Greek Orthodox Community of St George Brisbane	Greek Community Childcare Centre
B2025/367	Dacazh Pty Ltd	Green Cottage Childcare
B2025/368	C.G LIPP & J.M LIPP	Country Kids Play and Learning Centre
B2025/369	Leederville Early Childhood Centre Inc.	
B2025/370	Lilydale Community Child Care Inc	Swinburne Children's Centre Croydon Swinburne Children's Centre – Lilydale Swinburne Children's Centre Swinburne Children's Centre Wantirna
B2025/371	Canopy Dakabin Pty Ltd	Canopy Early Education Dakabin
B2025/372	The Trustee for BIXA Discretionary Trust	Seedlings & Co. Calamvale Seedlings & Co. Logan Reserve Seedlings & Co Bellbird Park
B2025/373	The Trustee for Little Swans Early Learning Trust	Little Swans Early Learning
B2025/374	A.P.I. Promotions Pty. Ltd.	Canopy Early Education Milton
B2025/375	Bloom Early Education Beechboro Pty Ltd	Bloom Early Education Beechboro
B2025/376	Aspire Early Education & Kindergarten Cranbourne North (Thompson) Pty Ltd	Aspire Early Education & Kindergarten Cranbourne North
B2025/377	Mackay Childminding Association	Mackay Child Care Centre
B2025/378	Aspire Early Education & Kindergarten Deanside Pty Ltd	Aspire Early Education & Kindergarten Deanside
B2025/379	Bloom Early Education Bennett Springs Pty Ltd	Bloom Early Education Bennett Springs
B2025/380	The Trustee for MYJ Eli Waters Discretionary Trust	Seedlings and Co Eli Waters
B2025/381	Hocking Stars Nominees Pty Ltd atf The Star Early Learning Trust No: 2	Hocking Stars Early Learning Centre Gungurru
B2025/382	Bloom Early Education Bullsbrook Pty Ltd	Bloom Early Education Bullsbrook
B2025/383	Bloom Early Education Padbury Pty Ltd	Bloom Early Education Padbury

B2025/384	Bloom Early Education Australia Pty Ltd	Bloom Early Education Dawesville Bloom Early Education Mandurah Bloom Early Education Byford
B2025/385	Aspire Early Education & Kindergarten Deanside Village Pty Ltd	Aspire Early Education & Kindergarten Deanside Village
B2025/386	Aspire Early Education & Kindergarten Kalkallo Pty Ltd	Aspire Early Education & Kindergarten Kalkallo
B2025/387	Aspire Early Education & Kindergarten Thornhill Village Pty Ltd	Aspire Early Education & Kindergarten Thornhill Village
B2025/388	The Eltham College Foundation Limited	Eltham North Child Care Laurimar Child Care and Early Learning Laurimar Township Child Care and Kindergarten Kids on Collins Caroline Springs Child Care and Kindergarten
B2025/389	Ascot Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Pakenham
B2025/390	Young Discoverers Limited	Young Discoverers Helensvale Young Discoverers Highland Reserve
B2025/391	Aspire Early Education & Kindergarten Armstrong Creek Pty Ltd	Aspire Early Education & Kindergarten Armstrong Creek
B2025/392	Willetton Child Care Assoc Inc	Willetton Child Care Centre
B2025/393	Aspire Early Education & Kindergarten Baldivis North Pty Ltd	Aspire Early Education & Kindergarten Baldivis North
B2025/394	The Trustee for the Joseph Family Trust	Rainbow Valley Early Learning Centre
B2025/395	Aspire Early Education & Kindergarten Baldivis Pty Ltd	Aspire Early Education & Kindergarten Baldivis
B2025/396	RP Education Pty Ltd	Little Shining Stars Early Learning Centre Evanston
B2025/397	Aspire Early Education & Kindergarten Thornhill Park Pty Ltd	Aspire Early Education & Kindergarten Thornhill Park

B2025/398	Aspire Early Education & Kindergarten Werribee Pty Ltd	Aspire Early Education & Kindergarten Riverwalk (Werribee)
B2025/399	Aspire Early Education & Kindergarten Mambourin Pty Ltd	Aspire Early Education & Kindergarten Mambourin
B2025/400	Aspire Early Education & Kindergarten Manor Lakes Pty Ltd	Aspire Early Education & Kindergarten Manor Lakes
B2025/401	Aspire Early Education & Kindergarten, Westbrook, Truganina Pty Ltd	Aspire Early Education & Kindergarten Truganina
B2025/402	Aspire Early Education & Kindergarten Rockbank Pty Ltd	Aspire Early Education & Kindergarten Rockbank
B2025/403	Aspire Early Education & Kindergarten White Hills Pty Ltd	Aspire Early Education & Kindergarten White Hills
B2025/404	The Trustee for The Kinder Trust	LEAD Childcare Walloon LEAD Childcare Rothwell LEAD Childcare Southport LEAD Childcare Murrumba Village
B2025/405	Aspire Early Education & Kindergarten Tarneit (Sayers) Pty Ltd	Aspire Early Education & Kindergarten Tarneit Sayers
B2025/406	Aspire Early Education Wollert Pty Ltd	Aspire Early Education & Kindergarten Wollert
B2025/407	Atherstone Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Atherstone
B2025/408	The Trustee for The Harry Potter Trust	LEAD Childcare Mango Hill LEAD Childcare Mango Hill Village
B2025/409	The Trustee for The Polly Trust	LEAD Childcare Caboolture
B2025/410	Berwick Waters Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Berwick Waters
B2025/411	Aspire Early Education Bendigo Pty Ltd	Aspire Early Education & Kindergarten Bendigo
B2025/412	Aspire Early Education & Kindergarten Bella Estate, Clyde North Pty Ltd	Aspire Early Education & Kindergarten Bella Estate
B2025/413	The Trustee for The J R Trust	LEAD Childcare Burpengary

		LEAD Childcare Kedron Park Road LEAD Childcare Sunrise
B2025/414	Clyde North Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Clyde North
B2025/415	Aspire Early Education & Kindergarten Ramlegh Clyde North Pty Ltd	Aspire Early Education & Kindergarten Ramlegh
B2025/416	Aspire Early Education & Kindergarten Donnybrook Pty Ltd	Aspire Early Education & Kindergarten Donnybrook
B2025/417	The Trustee for The Jimmy Trust	LEAD Childcare Dayboro LEAD Childcare Goodna LEAD Childcare Goondiwindi LEAD Childcare Riverview LEAD Childcare Tingalpa LEAD Childcare Toowoomba
B2025/418	Aspire Early Education & Kindergarten Beveridge Pty Ltd	Aspire Early Education & Kindergarten Beveridge
B2025/419	Aspire Early Education & Kindergarten Cranbourne East Pty Ltd	Aspire Early Education & Kindergarten Cranbourne East
B2025/422	Cobblebank Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Cobblebank
B2025/423	Minnows Childcare Pty Ltd	Minnows Beaumaris Minnows Cheltenham Minnows Dingley Village
B2025/424	Cranbourne West Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Cranbourne West
B2025/425	Tarneit North Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Tarneit North
B2025/426	Kingkids Pty Ltd	KingKids Early Learning Centre and Kindergarten KingKids Early Learning Centre and Kindergarten Narre Warren
B2025/427	Kingkids 4 Pty Ltd	Kingkids Rowville
B2025/428	Kingkids 5 Pty Ltd	Kingkids Bentleigh
B2025/429	Frontida Pty Ltd	Sunkids Childrens Centre – Calamvale

B2025/430	Kingkids 6 Pty Ltd	Kingkids Dandenong
B2025/431	The Trustee for Childcare Investment Trust	Children's Choice Early Education Centre
B2025/432	Kingkids Early Learning Centre And Kindergarten Hallam Pty Ltd	Kingkids Hallam
B2025/433	Timms Early Education Pty Ltd	Tiny Timms Early Education Centre Singleton
B2025/434	Minnows Aspendale Gardens Pty Ltd	Minnows Aspendale Gardens
B2025/435	The Trustee for Pinnacle Investment Trust	Sunkids Childrens Centre – Stadium Village Sunkids Childrens Centre – Benowa Sunkids Childrens Centre – Rochedale Sunkids Childrens Centre – Brisbane Technology Park Sunkids Childrens Centre – Mermaid Waters
B2025/436	The Trustee for The Farro Trust	Sunkids Childrens Centre – Boondall Sunkids Childrens Centre – Burleigh Waters Sunkids Childrens Centre – Eight Mile Plains Sunkids Childrens Centre – Ormiston Sunkids Childrens Centre – Scottsdale Sunkids Childrens Centre – Sunnybank Hills Sunkids Childrens Centre – Robina
B2025/437	The Trustee for The IQ Trust	Sunkids Childrens Centre – Oxley Sunkids Childrena Centre – Boondall East

		Sunkids Childrens Centre – Calamvale Central
B2025/438	Johncock & Associates Pty Ltd	Walkley Heights Child Care Centre
B2025/439	Treasured Tots Early Education Bennett Springs Pty Ltd	Treasured Tots Early Education Bennett Springs
B2025/440	Treasured Tots Early Education Hamersley Pty Ltd	Treasured Tots Early Education Hamersley
B2025/441	Treasured Tots Early Education Piara Waters Pty Ltd	Treasured Tots Early Education Piara Waters
B2025/442	Treasured Tots Early Education Bicton Pty Ltd	Treasured Tots Early Education Bicton
B2025/443	Treasured Tots Child Care Pty Ltd	Treasured Tots Early Education Bibra Lake Treasured Tots Early Education Mandurah
B2025/481	YCDC Pty Ltd	Yeronga Child Development Centre

ANNEXURE B

Variations



VARIATION

Date	22/01/2025
Re:	Variation to Early Childhood Education and Care Multi-Employer Agreement 2024-2026

This variation, submitted jointly by Search Light Inc. and their employees seeks to amend the **Early Childhood Education and Care Multi-Employer Agreement 2024-2026** to include coverage for Search Light Inc. and their employees.

On 10 December 2024, the Fair Work Commission approved the ECEC Multi-Employer Enterprise Agreement 2024-2026 (ECEC Agreement). This is a type of supported bargaining agreement. It applies to the employers listed in Part G of the agreement and their children's services and early childhood education sector employees.

This agreement is a workplace instrument. Certain employers and their employees in the early childhood education and care sector can join the coverage of this agreement. Once added, the agreement terms will apply to them.

Search Light Inc. is an early childhood education and care employer and operates the Search Light Early Learning Centre located in Sunnybank, Brisbane. Search Light Inc. is the Approved Provider for the Search Light Early Learning Centre, an approved early childhood education and care service with 19 approved places and 7 employees.

Search Light Inc. meets the eligibility criteria for inclusion in the ECEC Agreement as all employees work in a long day care setting and are covered by the *Children's Services Award 2010*. Search Light Inc. has completed a consultation process with employees who have voted unanimously to join the Early Childhood Education and Care Multi-Employer Agreement 2024-2026.

We jointly agree to vary the Early Childhood Education and Care Multi-Employer Agreement 2024-2026 to include coverage of Search Light Inc. and all employees.

Approved (Employer)

Nicola Lee Free
50 King St, Kuraby, Qld 4112
Treasurer, Search Light Inc.
Approved Provider, Search Light Early Learning Centre

Approved (Employee)

Suzanne Marie Chapman
79 Burbank Rd, Birkdale, Qld 4159
Director
Search Light Early Learning Centre

Proposed variation

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

Business name	Trading name	Address	ABN/ACN
The trustee for the Circle of Trust .	Redlynch Kindergarten	Lot 18 Redlynch Intake Road, Redlynch, QLD, 4870	ABN: 607 404 155 27

Signatures

Employer/Employer representative

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

BELINDA JARVINEN
NAME

B Jarvinen
SIGNATURE

COMPANY DIRECTOR
POSITION

22/01/2025
DATE

28 PALMERSTON ST AEROGLEN 4870
ADDRESS

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.

KRYSTA DUTTON
NAME

K Dutton
SIGNATURE

DIRECTOR
POSITION

22/01/2025
DATE

8 THE ENTRANCE KEWARRA BEACH QLD 4879.
ADDRESS

Proposed variation

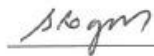
That pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business name	Trading name	Address	ABN/ACN
Rose Park Community Childcare Inc.	Rose Park Community Childcare	22 Watson Avenue Rose Park SA 5067	45 020 026 742

Signatures

Employer/Employer representative

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



Signature

Sarah Rogers

Full Name

Director of Rose Park Community Childcare

Title/Authority to Sign

22 Watson Avenue Rose Park SA 5067

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)

This Agreement also covers any other employer and employees who, through the operation of ss 216A and 216AA, or 216B and 216BA, become parties to the agreement. The following employers have been added to the Agreement:

Business name	Trading name	ABN/ACN	Date commenced
The Trustee for SEN Family Trust	Discovery a Play Early Learning Centre	61 851 223 181	28 January 2025

Discovery a Play Early Learning Centre

On behalf of the Employer



Deborah Hocking

Bookkeeper/Authority to Sign

25 Swanson Way, Ocean Reef, WA, 6027

Discovery a Play Early Learning Centre

On behalf of the Employees



Jasmine Wickens

Centre Director/Authority to Sign

123 Tiffany Centre, Dalyellup, WA 6230

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

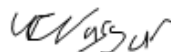
Pursuant to section 216A of the *Fair Work Act 2009 (Cth)*, the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Teddy Tammy's Childcare Proprietary Limited	Teddy Tammy's Childcare 84 Clarence St, Condell Park NSW 2200	28 125 281 781

Signatures

Employer Representative

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



13.2.2025

Signature

Natasha Nassar

Full Name

Approved provider/Director

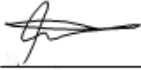
Title

39 Dalton Ave, Condell Park 2200

Address (including State and Postcode)

Representative

On behalf of employees



13.2.2025

Signature

Dania ~~Dabliz~~

Full Name

Early Childhood Teacher

Title/Authority to Sign

14 Winfred Ave, Condell Park 2200

Address (including State and Postcode)

DOCUMENT 1: Proposed variation**Proposed variation**

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

Business name	Trading name	Address	ABN/ACN
North East Community Children's Centre Inc	North East Community Children's Centre	1A Gilles Crescent, Hillcrest SA 5086	17 709 403 750

Signatures**Employer/Employer representative**

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

Marchant.

Signature

Vivien Marchant

Full Name

Director

Title/Authority to Sign

3 Connie Street, Modbury S.A. 5092

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 2004-2006

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

Business Name	Trading Name	Address	ABN/ACN
First Five Employment Pty Ltd	First Five Early Learning	54 Gordon St Hawthorne QLD 4171	93653686027 653686027

Signatures

Employer Representative

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



Signature

Mary-Anne Ball

Full Name

Director and Approved Provider


Title/Authority to Sign

54 Gordon St Hawthorne QLD 4171

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

Ebonie Williamson

Full Name

Centre Manager

Title/Authority to Sign

2-8 Bendigo Court Cranbourne Vic 3977

Address (including State and Postcode)

DOCUMENT 1: Proposed Variation

Proposed variation

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

Business name	Trading name	Address	ABN/ACN
Golden Grove Homestead Community Children's Centre Incorporated	Golden Grove Homestead Community Children's Centre Inc	1 Erudite Court, Golden Grove SA 5125	42165356394

Signatures

Employer/Employer representative

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



Signature

Lyndal Donaldson

Full Name

Director

Title/Authority to Sign

1 Erudite Court, Golden Grove SA 5125

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for Piptree Trust	Piptree Early Learning Eight Mile Plains, 526 Warrigal Road, Eight Mile Plains, QLD 4113 Piptree Early Learning Sunnybank Hills, 279 Gowan Road, Sunnybank Hills Piptree Early Learning Mount Gravatt East, 134 Newnham Road, Mount Gravatt East, QLD 4122 Piptree Early Learning Tanah Merah, 6-8 Pintu Drive, Tanah Merah, QLD 4128	71702879172

Signatures

Employer Representative

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



Signature

Ahmed Omar

Full Name

Director

Title

PO Box 4448 Eight Mile Plains QLD 4113

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

Sherrie Riding

Full Name

Centre Manager

Title

29/57 Claussen st Browns Plains

Address (including State and Postcode)

Q.L.D

418



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 Auburn Pty Limited	Oz Education Auburn	115 Harrow Rd. Auburn NSW 2144	15 151 919 836

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

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

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 Boambee East Pty Ltd	Oz Education Boambee East	1 Wagtail Close. Boambee East NSW 2452	29 645 974 572

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

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

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 Fairfield Pty Limited	Oz Education Fairfield	Fairfield City Central, Shop H01, Level 1, 54 Smart St. Fairfield NSW 2165	73 648 176 701

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

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

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
The Trustee for Oz Education Homebush Trust	Oz Education Homebush	Ground Floor, Suite 1, Building I, 81-86 Courallie Ave. Homebush West NSW 2140	23 810 336 429

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

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

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
The Trustee for the Oz Education Lake Cathie Unit Trust	Oz Education Lake Cathie	25 Forest Pkwy. Lake Cathie NSW 2445	65 683 735 983

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

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

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
The Trustee for Oz Education Lidcombe Trust	Oz Education Lidcombe	31-33 Swete St. Lidcombe NSW 2141	68 257 739 420

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

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

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
The Trustee for Oz Education Tuggerah Trust	Oz Education Tuggerah	HomeCo. Tuggerah, Level 1, Shop 29, Cnr Bryant Drive & Wyong Rd. Tuggerah NSW 2259	54 625 689 352

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

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

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 Wyong Pty Ltd	Oz Education Wyong	15/34-38 Cutler Drive. Wyong NSW 2259	24 653 390 893

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

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
the community child care centre at flinders medical centre inc	the community child care centre at flinders medical centre inc	1 flinders drive, bedford park 5042	16692232642

Signatures

Employer/Employer representative

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

the community child care centre at flinders medical centre inc

Signature



Full Name

martin lawrence kenny

Title/Authority to Sign

director

Address (including State and Postcode)

14 rosslyn ave, clarence park 5034

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

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

Business name	Trading name	Address	ABN/ACN
CSD & JKM PTY LTD	Banksia Kids Early Learning Centre	22 Banksia Road, Walliston WA 6076	ABN 34 647 444 728

Signatures

Employer/Employer representative

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



 Signature

Judith Millard

 Full Name

Company Director

 Title/Authority to Sign

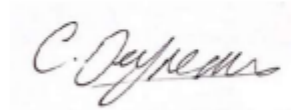
9 Slater Rd Cable Beach WA 6726

 Address (including State and Postcode)

Employee Representative

On behalf of employees

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

Chloe De Frenne

Full Name

Centre Director

Title/Authority to Sign

17 Abba Lane, South Guildford WA 6055


Address (including State and Postcode)

J.K Millard Pty Ltd

ABN 52 147 857 485

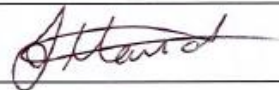
I am authorised to sign this application for J.K Millard Pty Ltd trading as Kimberley Kids Early Learning Centre to be covered by the variation, Early Childhood Education and Care (ECEC) Multi-Employer Enterprise Agreement, in accordance with regulation 2.10B of the Fair Work Regulations 2009.

Employer representative:

Signature:	
Name:	JOITH MILLARD
Address:	9 SLATEE RD CABLE BEACH WA 6720
Position:	DIRECTOR

26.2.2025

Employee representative:

Signature:	
Name:	Jennifer Maude
Address:	10 Yomasaki Vista Bilingurr WA 6726
Position:	Manager

26.2.2025

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

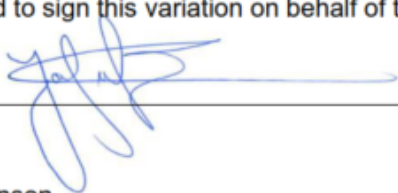
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
CHILDSPLAYTORQUAY PTY LTD	Childs Play Torquay at 1 Pintail Dr, Torquay VIC 3228	ACN: 619 606 138 ABN: 19 619 606 138

Signatures

Employer Representative

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



Signature

Ian James Johnson

Full Name

Director

Title

8 Neiley Street, Newtown, VIC, 3220

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 Rosalie Phillips

Full Name

Operations Manager

Title

28 Tatman Dr,
Altona Meadows
3028

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
Canopy Ormiston Pty Ltd	Canopy Early Education Ormiston at 35 Gordon St, Ormiston, Qld, 4160	ACN: 672 612 921 ABN: 20 672 612 921

Signatures

Employer Representative

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



Signature

PETA PITCHER

Full Name

CEO

Title

47 KINGFISHER DRIVE UPPER KEDRON QLD 4055

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.

Okaney
Signature

Crystal Arlene-Marie Roney
Full Name

ECT Teacher Kindy
Title

28/36 Charlotte Street Wynnum Brisbane
Address (including State and Postcode) Queensland
4174

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
Churches of Christ Community Childcare for Mission Limited	Rosebud Early Learning at 1 Inglewood Crescent, Rosebud, Victoria, 3939 South Launceston Early Learning at 50 Glen Dhu Street, South Launceston, 7249	ABN: 36630264103

Signatures

Employer Representative

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



Signature

Robert Palma

Full Name

Director Approved Provider

Title

Monday March 3rd 2025

Level 5 111 Cecil Street South Melbourne, Victoria 3205

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

Haylie Baldry

Full Name

Assistant Director/ Educational Leader

Title

1 Inglewood Drive Rosebud, Victoria 3939

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
BATLOW APPLE TREE LEARNING CENTRE CO-OPERATIVE LTD	Batlow Apple Tree Learning Centre 22-26 Batlow Ave Batlow NSW 2730	38 411 347 166

Signatures

Employer Representative

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



Signature

Heather Leanne Murray

Full Name

Nominated Supervisor

Title

77 Macks Rd Wondalga NSW 2729

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.

Karen Cobden

Signature

Karen Maree Cobden

Full Name

Diploma Educator

Title

2853 Batlow Rd Kurrama NSW 2730

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
ADA MARY A'BECKETT CHILDRENS CENTRE INC	Ada Mary A'Beckett Children's Centre 2 Batman Road Port Melbourne VIC 3207	20 553 522 692

Signatures

Employer Representative

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



Signature

Ellen Heyting

Full Name

Person with Management Control

Title

9 Orcades Mews Port Melbourne Victoria 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.

Lynette Berryman

Signature

Lynette Berryman

Full Name

Compliance Manager

Title

13 Festival drive Point Cook 3030

Address (including State and Postcode)

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

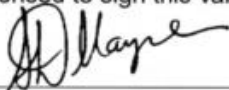
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
BOYDERN PTY LTD	Redman House Early Childhood Learning Centre 10 Redman Road Dee Why NSW 2099	69 068 588 910

Signatures

Employer Representative

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



Signature

Sedboro David Mayne

Full Name

Director

Title

3 Cook Road, Wentworth Falls NSW 2782

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.

YRBurbage
Signature

Yvette Burbage
Full Name

Centre Manager
Title

12 Redman Rd, Dee Why 2099, NSW.
Address (including State and Postcode)

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

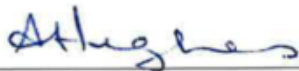
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
EARLY CHILDHOOD MANAGEMENT SERVICES INC	Early Childhood Management Services Inc 192 High Street Northcote VIC 3070	13 012 989 761

Signatures

Employer Representative

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



Signature

Amanda Hughes

Full Name

Acting Director of People

Title

C/o 192 High Street, Northcote VIC 3070

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

FUNDA CATAKOGLU

Full Name

CENTRE MANAGER

Title

6 WESTS ROAD MARIBYNGONG 3032 VICTORIA

Address (including State and Postcode)

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


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

Business name	Trading name and address	ABN/ACN
CAFTAN PTY. LIMITED	Urban Education ELC 125 Strickland Crescent Deakin ACT 2600	30 008 598 061

Signatures

Employer Representative

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



Signature

Kylie Pearce

Full Name

Company Director ✓

Title

125 Strickland Crescent

Address (including State and Postcode)

Deakin ACT 2600

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.

Beth

Signature

Bethany Spens-Black

Full Name

Assistant Educator

Title

11/30 Trinculo Place Queanbeyan NSW, 2620

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
GAMUMBI EARLY CHILDHOOD EDUCATION CENTRE INCORPORATED	GAMUMBI EARLY CHILDHOOD EDUCATION CENTRE INCORPORATED 2 Lourne Avenue Toormina NSW 2452	75 413 221 656

Signatures

Employer Representative

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



Signature

Rowan Curtis

Full Name

Committee President

Title

11 Harrison Street, Santall NSW 2452

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 Stevens

Full Name

Director

Title

127 First Ave, Sawtell NSW 2452.

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
HATCH EL1 PTY LTD	Jack & Jill Early Learning 4 Aldgate Street Mandurah WA 6210	21 649 978 889

Signatures

Employer Representative

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



Signature

RYAN GOSATTI

Full Name

COMPANY DIRECTOR

Title

4 ALDGATE ST, MANDURAH 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.

EMorgan

Signature

EMMA MORGAN

Full Name

DIRECTOR

Title

38 WELLYA CRESCENT SOUTH YUNDERUP WA 6208

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
POW PLACE COMMUNITY CHILD CARE CENTRE LTD	Pow Place Community Child Care Centre Ltd Building 22, Prince of Wales Hospital, Barker Street Randwick NSW 2031	47 003 214 828

Signatures

Employer Representative

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


Signature

JEAN KENNEDY
Full Name

Chairperson of Management Committee.
Title

15 Nagle Avenue, 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.

Beryl Griffin
Signature

Beryl Joan Griffin
Full Name

Centre Director
Title

57 Metcalfe St. Maroubra NSW
Address (including State and Postcode) 2035

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

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

Business name	Trading name and address	ABN/ACN
JINDI WORABACK CHILDREN'S CENTRE	Jindi Woraback Children's Centre Building 12, 201 University Blvd St Albans VIC 3021	73 750 402 556

Signatures

Employer Representative

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



Signature

Helen Bonett

Full Name

Director

Title

4 Rupertswood Drive

Address (including State and Postcode)

Brookfield, Vic, 338

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 *Sophia Hubery*

Full Name *Sophia Hubery*

Title *Educator*

Address (including State and Postcode) *19 Bungarim Wynd
Sydenham 3037
Victoria*

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for KILMORE KIDS TRUST	Sutherland Street Childcare and Kindergarten at 65 Sutherland Street, Kilmore, Vic, 3764 Dudley Street Childcare and Kindergarten at 61-63 Dudley Street, Wallan, Victoria, 3756 Ferguson Street Kindergarten and Early Learning Centre at 39 Ferguson Street, Broadford, Victoria, 3658	ABN: 80 396 479 233

Signatures

Employer Representative

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



Signature

Jennifer Mary Kearney

Full Name

Approved Provider Representative and Company Director

Title

37 Gipps Street, East Melbourne 3002 Victoria

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.

L. Scott

Signature

Logan Scott

Full Name

Room Leader Diploma Qualified Kekeco Childcare Pty. Ltd.

Title

60 McDougalls Road Forbes 3764, 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:

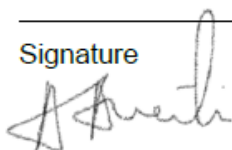
Business name	Trading name and address	ABN/ACN
MORELAND COMMUNITY CHILD CARE CENTRES INC.	Moreland Community Child Care Centre Inc 49 Everett Street Brunswick West VIC 3055	68 941 378 237

Signatures

Employer Representative

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

Signature



Full Name

Adela Ameti

Title

Executive Director

Address (including State and Postcode)

49 Everett street, Brunswick West 3055

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

Elle Brookfield

Full Name

Centre Leader

Title

49 Everette St, Brunswick West 3055

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 Johnson Point Cook Trust & The Trustee for Magro Family Trust	Child's Play Point Cook at 11-17 Frankie Way, Point Cook VIC 3030	ABN: 43 565 248 717

Signatures

Employer Representative

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



Signature

Ian James Johnson

Full Name

Director

Title

8 Neiley Street, Newtown, VIC, 3220

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.

lauren pullin

Signature

Lauren Pullin

Full Name

Co-Director

Title

301/18 Tribeca Drv Point Cook

Address (including State and Postcode)

3030.

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

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

Business name	Trading name and address	ABN/ACN
Randwick Open Care for Kids	RANDWICK OPEN CARE FOR KIDS 30-32 Waratah Avenue Randwick NSW 2031	19 432 639 092

Signatures

Employer Representative

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

Signature



Full Name

ASHLING LEONARD

Title

PRESIDENT OF PARENTS COMMITTEE 2025

Address (including State and Postcode)

30-32 Waratah Ave Randwick NSW 2031

Employee Representative

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

J.M. Stanley
Signature

Jeanna Marie Stanley
Full Name

Centre Director
Title

30-32 Waratah Ave Randwick NSW 2031
Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
RIVER REGION EARLY EDUCATION LTD	River Region Early Education 360-370 Whitelock Street Deniliquin NSW 2710	73 667 057 590

Signatures

Employer Representative

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



Signature

Felicity Anne Michael

Full Name

General Manager

Title

Warioldo Pines, Deniliquin NSW 2710

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.

Greenfield

Signature

Dimitry Bloomfield

Full Name

Nominated Supervisor Childcare

Title

63 Decimus Street, Deniliquin NSW 2710

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
Northern Schools Early Years Cluster Inc.	Northern Schools Early Years Cluster Inc 208A Hilton Street Glenroy VIC 3046	39 221 374 139

Signatures

Employer Representative

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

Sigrid Hyett
Signature

Sigrid Hyett
Full Name

Chief Executive Officer, NSEYC Inc
Title

208A Hilton Street,
Address (including State and Postcode)

Glenroy. Vic. 3046

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. Iny

Signature

Bekeya Kaliyappan

Full Name

Early Childhood Educator

Title

50, Wheatsheaf Rd, Glenroy, VIC - 3046

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
CHILD'S PLAY EARLY LEARNING CENTRES PTY LTD	Child's Play Early Learning Centres Pty Ltd at 642 Tarneit Road, Tarneit VIC 3029	ACN: 675 448 441 ABN: 36 675 448 441

Signatures

Employer Representative

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



Signature

Ian James Johnson

Full Name

Director

Title

8 Neiley Street, Newtown, VIC, 3220

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 Martin

Signature

Brooke Martin

Full Name

Assistant Director

Title

23 Thrums Rd, Mambourin Vic 3024

Address (including State and Postcode)

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

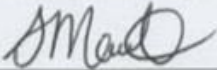
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
SHAKEN ENTERPRISE PTY LTD	River Cottage Preschool and Early Education Centre 55 Commercial Road Murwillumbah NSW 2484	14 141 245 187

Signatures

Employer Representative

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



Signature

Sharon Gai Martin

Full Name

Director - Approved Provider

Title

55 Commercial Rd, Murwillumbah

Address (including State and Postcode)

NSW 2484

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

Kasie Ridgwell

Full Name
2IC and
Early childhood Educator
Title

55 Commercial Road, Murwillumbah, 2484
Address (including State and Postcode)

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


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

Business name	Trading name and address	ABN/ACN
ACACIA INDOCHINESE COMMUNITY SUPPORT ASSOCIATION INC.	Acacia Children's Centres 159 Taylors Road St Albans VIC 3021	76 707 214 671

Signatures

Employer Representative

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



Signature

HAI NGUYEN

Full Name

MANAGING DIRECTOR

Title

5 BUNTING CRT, LALOR - VIC 3075

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

Nguyen Ngee Tran Tran (Tammi)

Full Name

Director

Title

1/14 BEAMONT AVE, WEST FOOTSCRAY 3012

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
The Trustee for Macarthur ELC Unit Trust	Macarthur Early Learning Centre 64-66 Macarthur Road Elderslie NSW 2570	26 897 742 032

Signatures

Employer Representative

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



Signature

Babita Gupta

Full Name

Approved Provider / Director

Title

37 East Crescent Street, McMahon's Point, NSW 2060

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

A handwritten signature in black ink, appearing to be 'S Stringfellow', with a long horizontal stroke extending to the right.

Full Name Shaina Stringfellow

Title 2IC Director

Address (including State and Postcode)

71 Aristida Circuit Mount Annan NSW 2570

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

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

Business name	Trading name and address	ABN/ACN
THE RANGE CHILDREN'S CENTRE INC	THE RANGE CHILDRENS CENTRE 87 Kororoit Creek Road Williamstown VIC 3016	46 074 917 077

Signatures

Employer Representative

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

Signature



Full Name

Penelope Shone

Title

Director

Address (including State and Postcode)

87 Kororoit Creek Road Williamstown 3016
VIC

Employee Representative

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

T. Gaskin

Signature

Taryn Gaskin

Full Name

Early Childhood Educator

Title

87 Korororock Creek Road Williamstown 3016

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
The Trustee for Collins Family Trust	Jungle Zoo ELC 2623 Shute Harbour Road Mandalay QLD 4802	42 395 817 951

Signatures

Employer Representative

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



Signature

Amy Collins

Full Name

Centre Manager

Title

5 Spyglass Rd Cannon Valley QLD 4800

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

Madison Kennedy

Title

~~Mrs~~ Educational Leader

Address (including State and Postcode)

1 Tulip oak Drive, Woodwark, 4802, QLD

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

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

Business name	Trading name and address	ABN/ACN
WILSON, BRUCE ALEXANDER	Bruce Alexander Wilson, Mini Miners Early Learning Centr 2 Raglan Street Miners Rest VIC 3352	14 228 455 797

Signatures

Employer Representative

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



Signature

Full Name

Jemma Proelss

Title

Centre Director

Address (including State and Postcode)

2 Raglan Street, Miners Rest 3352 VIC

Employee Representative

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

Signature



Full Name

Stacey James

Title

Assistant Director

Address (including State and Postcode)

5 Sells Road, Lucas 3350 VIC

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

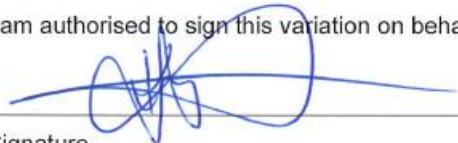
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
URBAN EDUCATION GOLD CREEK PTY LTD	Urban Education Gold Creek Pty Ltd Unit 5 50 Curran Drive Nicholls ACT 2913	51 663 864 757

Signatures

Employer Representative

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



 Signature

Kylie Pearce

 Full Name

Company Director

 Title

Unit 5, 50 Curran Drive

 Address (including State and Postcode)

Nicholls ACT 2913

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

Jade Thurlow

Full Name

Assistant Educator

Title

4/5 Hogan Place, Holt ACT 2615

Address (including State and Postcode)

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

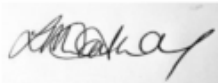
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Trading name and address	ABN/ACN
TRY AUSTRALIA CHILDREN'S SERVICES	Sparkways 45 Yazaki Way Carrum Downs VIC 3201	17 157 351 722

Signatures

Employer Representative

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



Signature

Lauren McCartney

Full Name

Executive Director People

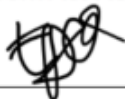
Title

45 Yazaki Way Carrum Downs, Victoria, 3201

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

Elissa Pedersen

Full Name

Centre Director – Sparkways Carrum Downs

Title

45 Yazaki Way, Carrum Downs, Victoria, 3201

Address (including State and Postcode)

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

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

Business name	Trading name and address	ABN/ACN
WODEN VALLEY CHILD CARE ASSOCIATION INC	Woden Valley Early Learning Centre 1 Dann Close GARRAN ACT 2605	56 661 170 871

Signatures

Employer Representative

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

Paulina Jagus
Signature

PAULINA JAGUS
Full Name

DIRECTOR / NOMINATED SUPERVISOR
Title

10 KINGSBURY ST. | GOWKIE ACT 2904
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

Natasha Achilles

Full Name

educator / staff representative

Title

11 Withwell cct Kambah 2902 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	Trading name and address	ABN/ACN
WARRANTYTE CHILDCARE AND PRESCHOOL CENTRE CO-OPERATIVE LIMITED	Warrandyte Child Care and Pre- school Centre 2 Masonic Avenue Warrandyte VIC 3113	60 310 608 170

Signatures

Employer Representative

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

Signature *Sasha Wittingslow*

Full Name Sasha Wittingslow

Title Director

Address (including State and Postcode)

2 Masonic Ave, Warrandyte. Victoria 3113

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 *KA Dunscombe*

Full Name Kylie Dunscombe

Title Assistant Director

Address (including State and Postcode)

2 Masonic Ave, Warrandyte. Victoria 3113

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

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

Business name	Centre name and address	ABN/ACN
Acorn East Pty Ltd	Acorn East at 140 Bargara Rd, BUNDABERG EAST, QLD, 4670	ACN: 162 765 791 ABN: 26 162 765 791

Signatures

Employer Representative

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



Signature

Kim Brown

Full Name

Ms

FINANCE MANAGER

Title

6 Badilla St Innes Park QLD 4670

Address (including State and Postcode)

Employee Representative

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


Signature

Katriona Whelan
Full Name

MISS ASSISTANT DIRECTOR
Title

Bucca
355 Bucca Rd QLD 4670
Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
Acorn Child Care Centre Pty Ltd	Acorn Child Care Centre at 12 Branyan St, BUNDABERG WEST, QLD, 4670	ACN: 110 120 280 ABN: 72 110 120 280

Signatures

Employer Representative

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



Signature

Kim Brown

Full Name

Ms FINANCE MANAGER

Title

6 Badilla St, INNES PARK, QLD 4670

Address (including State and Postcode)

Employee Representative

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



Signature

Fay Gleeson

ADMINISTRATION OFFICER

Full Name

Mrs

Title

8 Angle CCT, Innes Park Q 4670.
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
Beams Capital Trust	Beams Early Learning Centre at 211 Corinthian Road East, Riverton, Perth, WA, 6148	ABN: 94667907768

Signatures

Employer Representative

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


Signature

DR GUIDO DARMAGO
Full Name

APPROVED PROVIDER
Title

211 CORINTHIAN RD EAST, RIVERTON WA. 6148
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

Fenny Kwik

Full Name

~~Ms~~ Educator

Title

P.O Box 7221, Karawara 6152

Address (including State and Postcode)



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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
Sudbury Community House Association Incorporated	Sudbury House Early Learning Centre	28-30 Chesterfield Road Mirrabooka WA 6061	21 831 946 718

Signatures

Employer/Employer representative

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

Signature

Mike Dixon

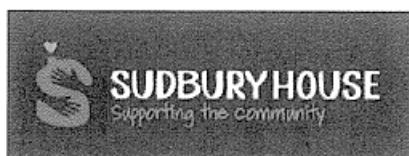
Full Name

CEO

Title/Authority to Sign

28 Chesterfield Road, Mirrabooka WA 6061

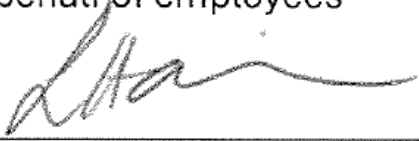
Address (including State and Postcode)



Phone: 089344 8011
Email: admin@sudburyhouse.org.au
Web: www.sudburyhouse.org.au
28-30 Chesterfield Road, Mirrabooka WA 6061
ABN: 218 319 46 718

United Workers Union

On behalf of employees



Signature

Larissa Harrison

Full Name

Director, UWU

Title/Authority to Sign

101 Henley Beach Road, MILE END SA 5031

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for GRADER FAMILY TRUST	Ready Set Grow Child Care Centre Bluff Point at 411 Chapman Rd, Bluff Point, WA, 6530	ABN: 67750558071
	Ready Set Grow Out of School Care Bluff Point at 18 Mitchell St, Bluff Point, WA, 6530	
	Ready Set Grow Child Care Centre Dongara at 205 Point Leander Drive, Port Denison, WA, 6525	
	Bloom Early Education Jindalee at 6 Cockleshell Brace, Jindalee, WA, 6036	

Signatures

Employer Representative

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

Luke Cahill

Signature

ASHLEIGH LUKE CAHILL

Full Name

Chief Operating Officer

Title

26 WASHINGTON ST VICTORIA PARK WA 6100

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

EBONY LEE-ANNE WHEATLAND

Full Name

ECT / EDUCATIONAL LEADER

Title

63 BAYVIEW STREET, MOUNT TARLOOLA, WA, 6530

Address (including State and Postcode)

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

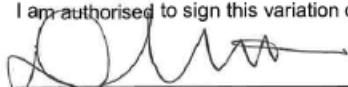
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for North Education Services Trust	The NEST Early Education Centre of Excellence at 132 Ridgeway Avenue, Southport, QLD, 4215 Little Bunyas Early Education Centre of Excellence at 929 Kingston Road, Waterford West, QLD, 4133	ABN: 83 429 326 550

Signatures

Employer Representative

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



 Signature

Debra North

 Full Name

Approved Provider

 Title
 7 Hilda St Mermaid Beach, QLD 4218

 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.

Merry Minto

Signature

Merry Minto

Full Name

Nominated Supervisor

Title

294 Adina Ave Bilinga Qld 4225

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
Craftbound Pty Ltd	Munchkins Early Education Centre at 1/148 Maudsland Road, Maudsland, QLD, 4210	ACN: 132 791 514 ABN: 80132791514

Signatures

Employer Representative

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



Signature

Debra North

Full Name

Approved Provider

Title

7 Hilda Street Mermaid Beach Q ~~3218~~ ⁴²¹⁸

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 MV Trust	Ridgehaven ELC Pty Ltd at 1015 North East Road, Ridgehaven, SA, 5097	ABN: 26 540 221 126

Signatures

Employer Representative

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

Signature



Full Name

Erica Marshall

Title

Director

Address (including State and Postcode)

39 East Parkway, Colonel Light Gardens, SA 5041

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

Olivia Hocking

Title

Co-Director

Address (including State and Postcode)

16 Packers Drive Highbury, SA 5089

DOCUMENT 1: Proposed variation

Proposed variation

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

Business name	Trading name	Address	ABN/ACN
Katoomba Children's Cottage Inc.	Katoomba Children's Cottage.	5 West End Street Katoomba NSW 2780	ABN 33 873 483 664

Signatures

Employer/Employer representative

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



Signature

Paul Alexander Mitchell

Full Name

Secretary - Management Committee

Title/Authority to Sign

5 West End Street, Katoomba, NSW, 2780.

Address (including State and Postcode)

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), 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
Little Panda Management Pty Ltd	Little Bouncing Bears Early Learning Centre at 7 Link St, Upper Mount Gravatt QLD 4122	ACN: 619647960 ABN: 32619647960

Signatures

Employer Representative

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

Maria Pavouris
Signature

Maria Pavouris
Full Name

Company Director
Title

41 Esther Street
Address (including State and Postcode)
Tarragindi 4121

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. Moskwa

Signature

Toni-Maree Moskwa

Full Name

Nominated Supervisor.

Title

141 Haig Road Loganlea.

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
GREEK ORTHODOX COMMUNITY OF ST GEORGE BRISBANE	Greek Community Childcare Centre at 30 BROWNING STREET, SOUTH BRISBANE, SOUTH BRISBANE, QLD, 4101	ABN: 34586496769

Signatures

Employer Representative

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

L. Stilianos

Signature

Litsa Stilianos

Full Name

DIRECTOR

Title

30 Browning St South Brisbane 4101 QUEENSLAND

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.

V. Psagrellis

Signature

VASILIA PSAGRELLIS

Full Name

EDUCATOR

Title

30 BROWNING ST, SOUTH BRISBANE
Address (including State and Postcode) QUEENSLAND 4101

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
DACAZH Pty Ltd	Green Cottage Childcare at 302 Frankston-Dandenong Rd, Seaford, Victoria, 3198	ACN: 113478523 ABN: 43113478523

Signatures

Employer Representative

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

Signature

David Krause

Full Name

Director / Owner

Title

166 Sandhuist Blvd, Sandhuist, Vic, 3198

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.

Tara Smith

Signature

Tara Smith

Full Name

Miss 2IC / Educational Leader

Title

53 Herbert Road Carrum Downs 3201 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), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
C.G LIPP & J.M LIPP	Country Kids Play and Learning Centre at 43 Gardner Street, Toogoolawah, QLD, 4313	ABN: 63 204 408 089

Signatures

Employer Representative

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



Signature

CAMERON GRAHAM LIPP

Full Name

OWNER

Title

1393 ESIC CROWS NEST RD

Address (including State and Postcode)

BIARRO QLD 4313

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.

AmReck

Signature

Annaliese Michelle Reck

Full Name

Director / Educational Leader

Title

1 Zabel Drive Plainland QLD

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
Leederville Early Childhood Centre Inc.	Leederville Early Childhood Centre Inc.	244a Vincent Street Leederville WA 6007	32 990 605 847

Signatures

Employer/Employer representative

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



Signature

Sally Whitaker

Full Name

Director

Title/Authority to Sign

244a Vincent Street Leederville WA 6007

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
Lilydale Community Child Care Inc.	<p>Swinburne Children's Centre Croydon at 12-50 Norton Road, CROYDON, VIC, 3136</p> <p>Swinburne Children's Centre - Lilydale at 435-437 Maroondah Highway, LILYDALE, VIC, 3140</p> <p>Swinburne Children's Centre at 22- 24 View Street, CROYDON, Victoria, 3136</p> <p>Swinburne Children's Centre Wantirna at 369 Stud Road, WANTIRNA SOUTH, VIC, 3152</p>	ABN: 93 643 688 099

Signatures

Employer Representative

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

Signature



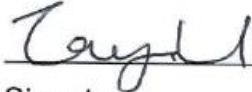
Tracy Lee McKay
Full Name

Chief Executive Officer
Title

16/129 Hoddle St Richmond VIC 3121.
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

TANYA UITERWIJK

Full Name

SERVICE AND EDUCATIONAL LEADER

Title

32 PARKVALLEY DRIVE, CHIRNSIDE PARK, VIC, 3116

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
Canopy Dakabin Pty Ltd	Canopy Early Education Dakabin at 205 Old Gympie Road, Dakabin, Qld, 4503	ACN: 673 069 255 ABN: 77 673 069 255

Signatures

Employer Representative

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



Signature

Peta Pitcher

Full Name

CEO

Title

47 Kingfisher Drive Upper Kedron Qld 4055

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

Conor Anderson

Full Name

Centre Manager

Title

205 Old Cympe Road, Duleah QLD 4503.

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 BIXA DISCRETIONARY TRUST	Seedlings & Co. Calamvale at 17 Hamish St, Calamvale, QLD, 4116 Seedlings & Co. Logan Reserve at 197 School Road, Logan Reserve, QLD, 4133 Seedlings & Co Bellbird Park at 3 Troost Circuit, Bellbird Park, QLD, 4300	ABN: 85 663 384 283

Signatures

Employer Representative

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



Signature

Muhammad Jangda

Full Name

Director

Title

16 Ellis Place, Underwood QLD 4119

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.

R Tiumalu

Signature

Rosie Tiumalu

Full Name

Nominated Supervisor

Title

5 Corkwood St, Algester 4115

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 Little Swans Early Learning Trust	Little Swans Early Learning at 53 Butterworth St, Swan Hill VIC 3585	ABN: 50 912 559 085

Signatures

Employer Representative

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



Signature

Full Name

Robert Cameron Johnson

Title

Director

Address (including State and Postcode)

11 BERRYBANIL DVE SWAN HILL, VIC 3585

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

Jarrah Leathbridge

Full Name

Educator

Title

90 High St, Swan Hill, VIC 3585

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
API Promotions Pty Ltd	Canopy Early Education Milton at Little Cribb St, Milton, 4064	ACN: 010 096 821 ABN: 11 010 096 821

Signatures

Employer Representative

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


Signature

PETA PITCHER

Full Name

CEO

Title

47 Kingfisher Drive Upper Kedron Qld 4055

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

Kim van Straaten

Full Name

Centre Manager

Title

315 Martha Street, Paddington, Brisbane,
Address (including State and Postcode) Queensland, 4064

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
Bloom Early Education Beechboro Pty Ltd	Bloom Early Education Beechboro at 150 Amazon Drive, BEECHBORO, WA, 6063	ABN: 44670888678 ACN: 670888678

Signatures

Employer Representative

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



Signature

ASHLEIGH LUKE CAHILL

Full Name

CHIEF OPERATIVE OFFICER

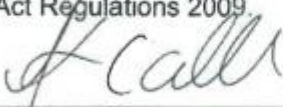
Title

26 WASHINGTON ST VICTORIA PARK WA 6100

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

Kerri Ann Cable

Full Name

Centre Manager

Title

150 Amazon Drive Beechboro WA 6063

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 Cranbourne North (Thompson) Pty Ltd	Aspire Early Education & Kindergarten Cranbourne North pt 1585S Thompsons Road, Cranbourne North, VIC, 3977	ABN: 59 663 098 959

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

A handwritten signature in blue ink on a light grey background. The signature is cursive and appears to read 'Nirosha Jayasekara'.

Signature

Nirosha Jayasekara

Full Name

Center Manager

Title

1585S Thompsons Road, Cranbourne North, Victoria - 3977

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
Mackay Childminding Association	Mackay Child Care Centre at 18 River Street, MACKAY, Qld, 4740	ABN: 35547587015

Signatures

Employer Representative

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

Desiree O'NEILL
Signature


Full Name

Desiree O'NEILL
Title

Director

Address (including State and Postcode) 999 Malwood Road
MACKAY. QLD. 4740.

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

MARIA MATA LA

Title

LEAD EDUCATOR

Address (including State and Postcode)

59 BEACHWOOD CIRCUIT BAKERS CREEK QLD 4740

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 Deanside Pty Ltd	Aspire Early Education & Kindergarten Deanside at 100 Sinclairs Road, Deanside, VIC, 3336	ABN: 82 655 875 424

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

Gurleen Uppal

Signature

Gurleen Uppal

Full Name

Head of Curriculum

Title

100 Sinclairs Rd, Deanside 3336, Victoria

Address (including State and Postcode)

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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
Bloom Early Education Bennett Springs Pty Ltd	Bloom Early Education Bennett Springs at 1 Dulwich St, Bennett Springs, WA, 6063	ABN: 32667739291 ACN: 667739291

Signatures

Employer Representative

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



Signature

ASHUCIGW WKE CATHU

Full Name

CHIEF OPERATING OFFICER

Title

26 WASHINGTON ST VICTORIA PARK WA 6100

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

Rebecca Reynolds

Full Name

Centre manager.

Title

1 Dulwich Street Bennett Springs 6063.

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 MYJ Eli Waters discretionary trust	Seedlings and Co Eli Waters at 7 Guest Court, Eli Waters, QLD, 4655	ABN: 30 947 575 328

Signatures

Employer Representative

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



Signature

Yusra Jangda

Full Name

Director

Title

16 Ellis Place, Underwood QLD 4119

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

GLENN WAYNE DOLINSKI .

Title

NOMINATED SUPERVISOR
SEEDLINGS + CO. EKI WATERS

Address (including State and Postcode)

1/23 ABODE WAY
KAWUNGAN
QD
4655

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
Hocking Star Nominees Pty Ltd atf The Star Early Learning Trust No:2	Hocking Stars Early Learning Centre Gungurru at 4 Gungurru Avenue, Hocking, Western Australia, 6065	ABN: 84 643 826 224 ACN: 643 826 224

Signatures

Employer Representative

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



Signature

Audrey Marie Francisco

Full Name

Director

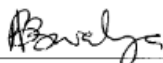
Title

Address (including State and Postcode)

4 Gungurru Avenue HOCKING W. AUSTRALIA
6065

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

BEATRICE MAHANYA

Full Name

CENTRE MANAGER

Title

4 GUNGURRU AVENUE, HOCKING 6065

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
Bloom Early Education Bullsbrook Pty Ltd	Bloom Early Education Bullsbrook at 2 Treetop Vista, Bullsbrook, WA, 6084	ABN: 46669473116 ACN: 669473116

Signatures

Employer Representative

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

Signature

ASHLEIGH LUKE CAHILL

Full Name

CHIEF OPERATING OFFICER

Title

26 WASHINGTON ST VICTORIA PARK WA 6100

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.

LC Low

Signature

Mrs

Lisa Catherine Fowler

Full Name

Centre Manager

Title

41 Ridgewood Loop Bullbrook WA, 6084

Address (including State and Postcode)

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

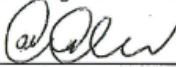
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Bloom Early Education Padbury Pty Ltd	Bloom Early Education Padbury at 16 Blackwattle Parade, Padbury, WA, 6025	ABN: 31670496947 ACN: 670496947

Signatures

Employer Representative

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



Signature
ADRIAN WILKINSON

Full Name
CHIEF OPERATING OFFICER

Title
28 WATSON ROAD SE VICTORIA PARK WA 6100

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

Andrea Karen Jayne Wright

Title

ZIC/educator

Address (including State and Postcode)

65 Renshaw Boulevard
Clarkson,
W.A 6030

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
Bloom Early Education Australia Pty Ltd	Bloom Early Education Dawesville at 2 Esperance Avenue, Dawesville, WA, 6211	ACN: 654272616
	Bloom Early Education Mandurah at 5 Murdoch Drive, Greenfields, WA, 6210	ABN: 42654272616
	Bloom Early Education Byford at 43 Granfell Way, Byford, WA, 6122	

Signatures

Employer Representative

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

[Handwritten Signature]

Signature

ASHLEIGH LUKE CATHIN

Full Name

CHIEF OPERATING OFFICER

Title

26 WASHINGTON ST VICTORIA PARK WA 6100
Address (including State and Postcode)

Employee Representative

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



Signature

Emma Gene Dobson

Full Name

Centre Manager

Title

9 Walja Bend Byford WA 6122
Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
Aspire Early Education & Kindergarten Deanside Village Pty Ltd	Aspire Early Education & Kindergarten Deanside Village at 39 Conservatory Drive, Deanside, VIC, 3336	ABN: 64 659 994 215

Signatures

Employer Representative

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



Signature

DILEK ENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Sonbinder Kaur Brar

Full Name

HOC

Title

39 Conservatory Dr. Deanside. 3336. 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), 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 Kalkallo Pty Ltd	Aspire Early Education & Kindergarten Kalkallo at 44 Toyon Road, Kalkallo, VIC, 3064	ABN: 39 653 825 051

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

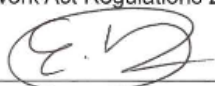
Title

Level 9 / 627 Chapel Street 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

Ebru Emine Dagli

Full Name

Centre Manager

Title

344 Toyon Road, Kalkallo VIC 3064

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 Thornhill Village Pty Ltd	Aspire Early Education & Kindergarten Thornhill Village at 52 Dorchester Street, Thornhill Park, VIC, 3335	ABN: 21 659 994 411

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street, South Yarra VIC 3141

Address (including State and Postcode)

Danielle Shaw

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 Shaw

Full Name

Centre Manager

Title

52 Dorchester Street, Thornhill Park, VIC 3335

Address (including State and Postcode)

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

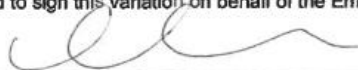
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Eltham College Foundation Limited	<p>Eltham North Child Care at 296 Ryans Road, Eltham North, Melbourne, Victoria, 3095</p> <p>Laurimar Child Care and Early Learning at 35 Flaxen Hills Road, Doreen, Melbourne, Victoria, 3754</p> <p>Laurimar Township Child Care and Kindergarten at 12 Laurimar Boulevard, Doreen, Melbourne, Victoria, 3754</p> <p>Kids on Collins at Level 4, 544-546 Collins Street, Melbourne, Victoria, 3000</p> <p>Caroline Springs Child Care and Kindergarten at 1, The Crossing, Caroline Springs, Melbourne, VIC, 3023</p>	<p>ABN: 42 006 070 882</p> <p>ACN: 006070882</p>

Signatures

Employer Representative

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



Signature

Carly Catterall

Full Name

Representative of the Approved
Title Provider - General Manager.

Address (including State and Postcode)

9 Kelly Court Kinglake West
3757

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

Kim Mildren

Full Name

Nominated supervisor/centre Director
Launmar child care + Early Learning

Title

21 Bedervale Loop Doreen 3754 Victoria.

Address (including State and Postcode)

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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
Ascot Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Pakenham at 75 Station Street, Pakenham Vic 3810	ABN: 23 616 209 815

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Sofia Caceres

Full Name

Assistant Centre Manager

Title

75 Station Street Pakerham VIC 3810

Address (including State and Postcode)

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

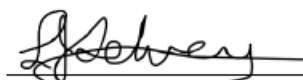
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
Young Discoverers Limited	Young Discoverers Helensvale at 39 Discovery Drive, Helensvale, Qld, 4212 Young Discoverers Highland Reserve at 25 Rose Valley Drive, Upper Coomera, Qld, 4209	ACN: 139 430 934 ABN: 43 139 430 934

Signatures

Employer Representative

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



Signature

Lisa Selvey

Full Name

Ms, Executive Director

Title

1/37/ Paddington Drive, Carrara, Qld 4211

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

Berenice Bradley

Full Name

Miss, Room leader

Title

18/22 Commodore Drive, Paradise Waters, Qld, 4217

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 Armstrong Creek Pty Ltd	Aspire Early Education & Kindergarten Armstrong Creek at 364-368 Horseshoe Bend Rd, Armstrong Creek, VIC, 3217	ABN: 14 663 094 648

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

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

Shelby Biggs

Full Name

Centre Manager

Title

364-368 Horseshoe Bend Road, Armstrong Creek VIC 3217

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
Willetton Child Care Assoc Inc	Willetton Child Care Centre at 37B Burrendah Boulevard, Willetton, WA, 6155	ABN: 46 271 766 933

Signatures

Employer Representative

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

Willetton Child Care Assoc Inc

Signature



Full Name

SARA FALTHUN

Title

DIRECTOR

Address (including State and Postcode)

37 B Burrendah Boulevard Willetton WA 6155

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

NATALIA JANE FISHER

Full Name

ECT / EDUCATIONAL LEADER

Title

37 B BURRENDALE BOULEVARD Willetton 6155 WA

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 Baldivis North Pty Ltd	Aspire Early Education & Kindergarten Baldivis North at 24 Amalfi Chase, Baldivis, WA, 6171	ABN: 45 681 211 156

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

NP

Signature

Nicola Pill

Full Name

Centre Manager

Title

24 Amalfi Chase Baldivis north WA 6171

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 JOSEPH FAMILY TRUST	Rainbow Valley Early Learning Centre at 12 Uniting Place, Gladstone, Qld, 4680	ABN: 53034202874

Signatures

Employer Representative

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

M Hayes

Signature

Marion Helen Hayes

Full Name

Director

Title

12 Uniting Place Gladstone QLD
4680

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.

Karin Prasser

Signature

Karin Prasser

Full Name

Title

Early Childhood Teacher

Address (including State and Postcode)

*3 Kianga Street
Barney Point
QLD 4680*

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 Baldivis Pty Ltd	Aspire Early Education & Kindergarten Baldivis at 1 Smirk Road, Baldivis, WA, 6171	ABN: 26 663 366 425

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

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.

TS

Signature

Tatum Spark

Full Name

Centre Manager

Title

1 smirk road Baldivis 6171 WA

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
RP Education Pty Ltd	Little Shining Stars Early Learning Centre Evanston at Lot 10 Kendall St, Evanston SA 5116	ACN: 658829139 ABN: 86 658 829 139

Signatures

Employer Representative

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

Signature

Parveen Saini

Full Name

Parveen Saini

Title

Company Director

Address (including State and Postcode)

2A Weymouth Avenue, Glandore
South Australia 5037

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

Isabella Marie Schrapel

Title

Baby Room Team Leader/Responsible Person

Address (including State and Postcode)

Lot 10 Kendall Street, Evanston South Australia 5116

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 Thornhill Park Pty Ltd	Aspire Early Education & Kindergarten Thornhill Park at 1 Sadie Avenue, Thornhill Park, VIC, 3335	ABN: 23 647 660 080

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

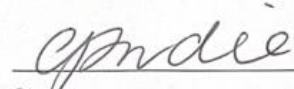
Title

Level 9 / 627 Chapel Street 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

Carly Purdie

Full Name

Centre Support Coordinator

Title

1 Sadie Ave, Thornhill Park VIC 3335

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 Werribee Pty Ltd	Aspire Early Education & Kindergarten Riverwalk (Werribee) at 1 Exploration Avenue, Werribee, VIC, 3030	ABN: 64 646 162 110

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

L Pedretti

Signature

Laura Pedretti

Full Name

Centre Manager

Title

1 Exploration Ave Werribee 3030

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 Mambourin Pty Ltd	Aspire Early Education & Kindergarten Mambourin at 18 Resin Street, Mambourin, VIC, 3024	ABN: 84 663 094 504

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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



Full Name

Rahil Razia Shaimaz Ali

Title

Head of Curriculum

Address (including State and Postcode)

19 Resin Street Mambourin Vic 3024.

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 Manor Lakes Pty Ltd	Aspire Early Education & Kindergarten Manor Lakes at 27 Limewood Street, Manor Lakes, VIC, 3024	ABN: 41 673 441 640

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Hormita Jokhoo

Full Name

CSE

Title

27 Limewood Street, Manor Lakes, VIC, 3024

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, Westbrook, Truganina Pty Ltd	Aspire Early Education & Kindergarten Truganina at 3 Certain Lane, Truganina, VIC, 3029	ABN: 13 650 027 259

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

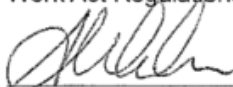
Title

Level 9 / 627 Chapel Street 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

Amanda Weller

Full Name

Centre Manager

Title

3 Certain Lane, Truganina, 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), 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 Rockbank Pty Ltd	Aspire Early Education & Kindergarten Rockbank at 135 Lightsview Boulevard, Rockbank, VIC, 3335	ABN: 55 661 503 091

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Krystal Dounas

Full Name

Head of Curriculum

Title

135 Lightsvue Boulevard, Rockbank, 3335

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 White Hills Pty Ltd	Aspire Early Education & Kindergarten White Hills at 384-386 Napier St, White Hills, VIC, 3550	ABN: 74 662 576 070

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

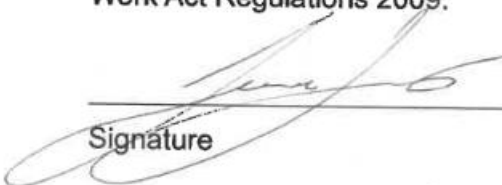
Title

Level 9 / 627 Chapel Street 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

Janelle Simmonds.

Full Name

Acting Centre Manager

Title

384-386 Napier street white hills 3550

Address (including State and Postcode)

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

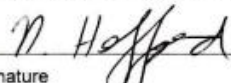
Pursuant to section 216A of the Fair Work Act 2009 (Cth), do you approve the proposed variation of the Early Childhood Education and Care Multi-Employer Agreement 2024-2026 by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The Trustee for The Kinder Trust	LEAD Childcare Walloon at 23 Muller Street, Walloon, QLD, 4306	ABN: 62 548 141 522
	LEAD Childcare Rothwell at 560 Anzac Avenue, Rothwell, QLD, 4022	
	LEAD Childcare Southport at Level 4, Queen Street Village, 129 Queen Street, Southport, QLD, 4215	
	LEAD Childcare Murrumba Village at 144 Cecily Street, Kallangur, QLD, 4503	

Signatures

Employer Representative

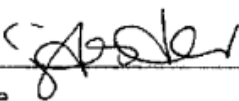
I am authorised to sign this variation on behalf of the Employer listed in the variation


 Signature
 NINA Hefford

NINA HEFFORD
 Full Name
CEO
 Title
27 Junction Road
 Address (including State and Postcode)
Clayfield QLD 4011

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

Sheree Foster

Full Name

Centre Manager LEAD Childcare Rothwell

Title

9 Volunteer St Newport 060 4022

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 Tarneit (Sayers) Pty Ltd	Aspire Early Education & Kindergarten Tarneit Sayers at 1 Swinnerton Road, Tarneit, VIC, 3029	ABN: 31 666 710 943

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

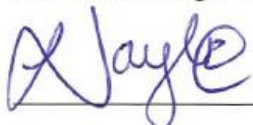
Title

Level 9 / 627 Chapel Street 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

LINDA NAYLOR

Full Name

CENTRE DIRECTOR

Title

1 Swinnerton Road, 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), 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 Wollert Pty Ltd	Aspire Early Education & Kindergarten Wollert at 5/341 Harvest Home Road, Wollert, VIC, 3750	ABN: 27 646 038 904

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

Ayemba

Signature

FATIMA M. NYEMBA

Full Name

CENTRE MANAGER

Title

UNIT 5/341 HARVEST HOME RD, WOLLERT VIC 3750

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
Atherstone Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Atherstone at 1 Ladbrooke Street, Strathulloh, VIC, 3338	ABN: 41 621 901 755

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

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

Ghazil Ismail

Full Name

Nominated Supervisor

Title

1 - Ladbroke street, Strathulloh 3338

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 Harry Potter Trust	LEAD Childcare Mango Hill at 12 Halpine Drive, Mango Hill, QLD, 4509 LEAD Childcare Mango Hill Village at 146 Kinsellas Road West, Mango Hill, QLD, 4509	ABN: 72 717 492 667

Signatures

Employer Representative

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

N. Hefford
Signature

Nina Hefford
Full Name

CEO
Title

27 Junction Road
Address (including State and Postcode)
Clayfield QLD 4011

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

Rebekka Wilkinson

Full Name

Centre Manager

Title

54 Einasleigh st, Morayfield

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 Polly Trust	LEAD Childcare Caboolture at 76 McKean Street, Caboolture, QLD, 4510	ABN: 28 985 994 127

Signatures

Employer Representative

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


Signature

Nina Hefford

Full Name

CEO

Title

27 Junction Road Clayfield QLD 4011

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 Coult

Full Name

Centre manager

Title

76-80 McKean St, Caboolture, 4510

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
Berwick Waters Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Berwick Waters at 90s Waterways Dr, Cranbourne North, VIC, 3977	ABN: 72 612 056 701

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Sashika Randoombaarachchi

Full Name

Centre Manager

Title

90s, Waterways dr, Cranbourne North 3977

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 Bendigo Pty Ltd	Aspire Early Education & Kindergarten Bendigo at 1A The Terrace, Kennington, VIC, 3550	ABN: 28 622 327 762

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

B.Harrington

Signature

Brittany Harrington

Full Name

Acting Centre Director

Title

1A the terrace Kennington 3550

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 Bella Estate, Clyde North Pty Ltd	Aspire Early Education & Kindergarten Bella Estate at 40S Bellavita Avenue, Clyde North, VIC, 3978	ABN: 20 659 993 218

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Karichanna Fernando

Full Name

Head of Curriculum

Title

405 Bellavita Avenue, Clyde north

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 J R Trust	LEAD Childcare Burpengary at 76 Pitt Road, Burpengary, 4505	ABN: 95 991 042 887
	LEAD Childcare Kedron Park Road at 60 Kedron Park Road, Woolwin, QLD, 4030	
	LEAD Childcare Sunrise at 60 Slater Avenue, Blacks Beach, QLD, 4740	

Signatures

Employer Representative

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

N. Hefford
 Signature

Nina Hefford
 Full Name

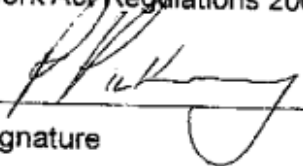
CEO
 Title



CEO
 Title
27 Junction Road
 Address (including State and Postcode)
Clayfield QLD 4011

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

Petra Marie Pickering

Full Name

Centre Manager

Title

60 Kedron Park road, Wooloowin QLD 4030

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
Clyde North Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Clyde North at 15 Cornhill Road, Clyde North, VIC, 3978	ABN: 58 639 074 285

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

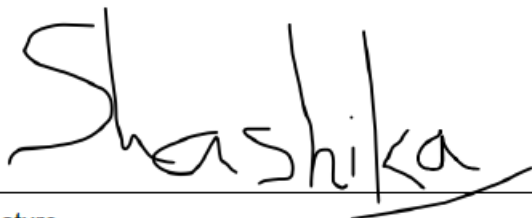
Title

Level 9 / 627 Chapel Street 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.

A handwritten signature in black ink that reads "Shashika". The signature is written in a cursive style with a large initial 'S' and a horizontal line underneath the name.

Signature

Shashika Kuruppu

Full Name

Center Manger

Title

1S Cornhill Road, Clyde North, VIC, 3978

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 Ramlegh Clyde North Pty Ltd	Aspire Early Education & Kindergarten Ramlegh at 19 Keighery Drive, Clyde North, VIC, 3978	ABN: 15 660 665 841

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street South Yarra VIC

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

Katie Turner.

Full Name

Centre manager.

Title

19 Kerghery Dr Clyde North.

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 Donnybrook Pty Ltd	Aspire Early Education & Kindergarten Donnybrook at 61A Station Parade, Donnybrook, VIC, 3064	ABN: 80 655 875 415

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

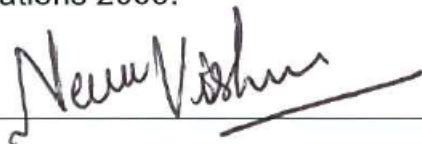
Title

Level 9 / 627 Chapel Street 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

NEERU VISHNOI

Full Name

CENTRE MANAGER

Title

61A STATION PARADE, DONNYBROOK, VIC 3064

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 Jimmy Trust	LEAD Childcare Dayboro at 23 William Street, Dayboro, QLD, 4521	ABN: 61795037952
	LEAD Childcare Goodna at 18 Woogaroo Street, Goodna, QLD, 4300	
	LEAD Childcare Goondiwindi at 63 George Street, Goondiwindi, QLD, 4390	
	LEAD Childcare Riverview at 159 Old Ipswich Road, Riverview, QLD, 4303	
	LEAD Childcare Tingalpa at 18 Bognor Street, Tingalpa, QLD, 4173	
	LEAD Childcare Toowoomba at 512 Bridge Street, Wilsonton, QLD, 4350	

Signatures

Employer Representative

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



M. Hefford
Signature
NINA HEFFORD
Full Name
CEO
Title
27 Junction Road
Address (including State and Postcode)
Clayfield QLD 4011

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]
Signature
Roban Leach
Full Name
Mr Centre Manager
Title
11 Toundah Pl, Tingalpa 4173 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), 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 Beveridge Pty Ltd	Aspire Early Education & Kindergarten Beveridge at 2 Mallaig Drive, Beveridge, VIC, 3753	ABN: 22 652 502 228

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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.

sk

Signature

Sukhdeep Kaur

Full Name

Centre Manager

Title

2 Mallaig Dr, Beveridge 3756

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 Cranbourne East Pty Ltd	Aspire Early Education & Kindergarten Cranbourne East at 1345 Parkhurst Drive, Cranbourne East, VIC, 3977	ABN: 51 659 992 542

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street South Yarra VIC 3141

Address (including State and Postcode)

1345 parkhurst Drive Cranbourne East VIC 3977.

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

Soulayma Jammou
Title

Centre Support Coordinator
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
Cobblebank Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Cobblebank at 1 Carne Street, Cobblebank, VIC, 3338	ABN: 57 638 959 789

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

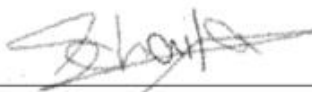
Level 9 / 627 Chapel Street South Yarra VIC 3141

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



Full Name

Suhaila Shah

Title

Centre Director

Address (including State and Postcode)

1 Carne Street Cobblebank, Melton 3338

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
Minnows Childcare Pty Ltd	Minnows Beaumaris at 132 Reserve Rd, Beaumaris, Victoria, 3193 Minnows Cheltenham at 15-17 Centre Dandenong Rd, Cheltenham, Victoria, 3193 Minnows Dingley Village at 238 Centre Dandenong Rd, Dingley Village, Victoria, 3172	ACN: 105315277 ABN: 32105315277

Signatures

Employer Representative

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

Signature



Full Name Matthew Salisbury

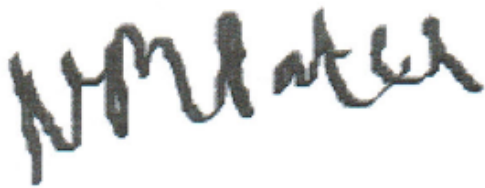
Title Administrator

Address (including State and Postcode) PO Box 7174 Beaumaris Vic 3193

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 'N. Patel', written in a cursive style.

Full Name Nilam Patel

Title – Teacher/Educational Leader

Address (including State and Postcode)

40 Briggs Street, Mount Waverley, 3149

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
Cranbourne West Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Cranbourne West at 84/90 Quarters Boulevard, Cranbourne West, VIC, 3977	ABN: 59 616 209 593

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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

Bhakthi Nataliya Fernando

Full Name

Centre manager

Title

84/90 Quarters Blvd, Cranbourne West, 3977, 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), 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
Tarneit North Early Learning Centre Pty Ltd	Aspire Early Education & Kindergarten Tarneit North at 1 Madden Boulevard, Tarneit, VIC, 3029	ABN: 71 645 140 790

Signatures

Employer Representative

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



Signature

DILEK SENTURK

Full Name

People & Talent Manager

Title

Level 9 / 627 Chapel Street 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



Full Name

BILAL QADIR

Title

HEAD OF CURRICULUM

Address (including State and Postcode)

1 MADDEN BOULEVARDE, TARNETT VIC 3029.

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:

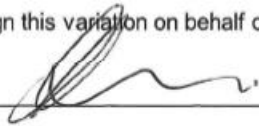
Business name	Centre name and address	ABN/ACN
KingKids Pty Ltd	KingKids Early Learning Centre and Kindergarten at 61-67 Golf Links Road, Berwick, Victoria, 3806 KingKids Early Learning Centre and Kindergarten Narre Warren at 159-167 Fleetwood Drive, Narre Warren, Victoria, 3805	ABN: 52 150 604 087 ACN: 150 604 087

Signatures

Employer Representative

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

Signature



Full Name

Gerard P. Bolger

Title

General Manager

Address (including State and Postcode)

Suite 1 Level 2 333 Police Road

Mulgrave Vic 3170.

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.

Clare

Signature

Claire Urwin

Full Name

Assistant Director

Title

61-67 Golf Links Road, Berwick 3806 VIC

Address (including State and Postcode)

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

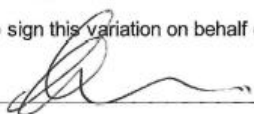
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
KingKids 4 Pty Ltd	Kingkids Rowville at 1165 Stud Road, Rowville, Vic, 3178	ABN: 97 611 459 977 ACN: 611459977

Signatures

Employer Representative

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



Signature

Gerald P. Bolger

Full Name

General Manager

Title

Suite 1 level 2 333 Police Road.

Address (including State and Postcode)

Mulgrave Vic 3170.

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

RACHIDA HINGSTON
Full Name

Director
Title

Shop 1 - 1 165 Stud Road Rawville 3178
Address (including State and Postcode)

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

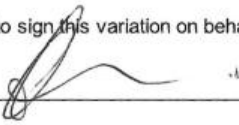
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
KingKids 5 Pty Ltd	Kingkids Bentleigh at 58 Patterson Road, Bentleigh, VIC, 3204	ABN: 74 662 094 546 ACN: 662094546

Signatures

Employer Representative

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



Signature

Gerard P. Bolger

Full Name

General Manager

Title

Site 1, Level 2 333 Police Rd

Address (including State and Postcode)

Mulgrave Vic 3170.

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.

Heba Maroush
Signature

Heba Maroush
Full Name

Mrs. Centre Director
Title

58 Patterson Road, Bentleigh Vic 3204
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
Frontida Pty Ltd	Sunkids Childrens Centre – Calamvale at 425 Gowan Road, Calamvale, QLD, 4116	ACN: 164860566 ABN: 54164860566

Signatures

Employer Representative

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

ROmar

Signature

Reyhaan Omar

Full Name

Director

Title

69 Brandl St, Eight Mile Plains QLD 4113

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

Sarwant Grewal

Full Name

CM / ECT

Title

425 Gowan Road Calmar QLD 4116

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:

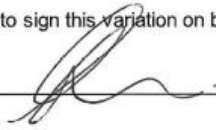
Business name	Centre name and address	ABN/ACN
KingKids 6 Pty Ltd	KingKids Dandenong at 22-26 Hopkins Street, Dandenong, Vic, 3175	ABN: 39 652 299 075 ACN: 652299075

Signatures

Employer Representative

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

Signature



Full Name

Gerard P. Bolger

Title

General Manager

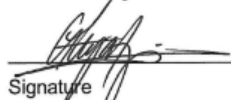
Address (including State and Postcode)

Suite 1, Level 2 333 Police Road

Mulgrave Vic 3170.

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

Ghizal Azimi
Full Name

Full Name

Nominated Supervisor
Title

Title

22-26 Hopkins Street Dandenong VIC 3175
Address (including State and Postcode)

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The Trustee for Childcare Investment Trust	Children's Choice Early Education Centre at 1 Thornton Street, Raceview, QLD, 4305 Children's Choice Early Education Centre at 298 Bayliss Road, Heritage Park, QLD, 4118	ABN: 16 439 532 681

Signatures

Employer Representative

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



Signature

Rosa Ann McDonald

Full Name

Owner

Title

1 Thornton St Raceview 4305

Address (including State and Postcode)

QLD

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

Channel Perry
Full Name

Second in Charge
Title

1 Thornton St. Raceview Qld. 4305
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:

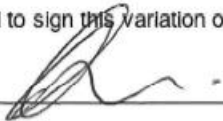
Business name	Centre name and address	ABN/ACN
KingKids Early Learning Centre and Kindergarten Hallam Pty Ltd	Kingkids Hallam at 208 Princes Highway, Hallam, VIC, 3803	ABN: 37 633 882 032 ACN: 633882032

Signatures

Employer Representative

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

Signature



Full Name

Gerard P. Bolger

Title

General Manager

Address (including State and Postcode)

Suite 1, Level 2, 333 Police Road
Mulgrave VIC 3170.

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.

C Schofield
Signature

Cassandra Schofield
Full Name

Director
Title

208 Princes Highway, Hallam, Vic, 3803
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
Timms Early Education Pty Ltd	Tiny Timms Early Education Centre Singleton at 49 Navigator Drive, Singleton, WA, 6175	ABN: 31616533414 ACN: 616533414

Signatures

Employer Representative

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

Md Timms
Signature

Melissa Lee Timms
Full Name

owner / director
Title

1 Beacon Way Singleton WA 6175
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

Jennifer Favelle .

Title

Nominated Supervisor.

Address (including State and Postcode)

30 Brandeis Grove Karnup 6176 WA

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


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

Business name	Centre name and address	ABN/ACN
Minnows Aspendale Gardens PTY LTD	Minnows Aspendale Gardens at 101-105 Wells Road, Aspendale Gardens, VIC, 3195	ACN: 643052500 ABN: 62643052500

Signatures

Employer Representative

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

 Recoverable Signature

X 

Naomi Salisbury

Signed by: d5c46b6b-e244-42bd-a361-13331942a9bd

Signature

Naomi Salisbury

Full Name

Approved Provider

Title

3 Ocean Grove, Mount Eliza, Victoria, 3930

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.

Rachel Bao

Signature

Rachel Bao

Full Name

Teacher

Title

2/1a Gladesville BLVD, Patterson Lakes, VIC 3197

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 Pinnacle Investment Trust	Sunkids Childrens Centre - Stadium Village at 6 Promethean Way, Robina, QLD, 4226	ACN: 623837150
	Sunkids Childrens Centre – Benowa at 1 The Concourse, Royal Pines Marina, Benowa, QLD, 4217	ABN: 90211564971
	Sunkids Childrens Centre – Rochedale at 667 Rochedale Road, Rochedale, QLD, 4123	
	Sunkids Childrens Centre - Brisbane Technology Park at 69 Brandl St, Eight Mile Plains, QLD, 4113	
	Sunkids Childrens Centre - Mermaid Waters at 1 Lakes Esplanade, Mermaid Waters, QLD, 4218	

Signatures

Employer Representative

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

ROmar

Signature

Reyhaan Omar

Full Name

Director

Title

69 Brandl St Eight Mile Plains QLD 4113

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

Kimi Gawne

Full Name

Centre manager

Title

37 Universal St Oxenford Q4210

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 FARRO TRUST	Sunkids Childrens Centre – Boondall at 161 Muller Road, Boondall, QLD, 4034	ABN: 12205865137
	Sunkids Childrens Centre - Burleigh Waters at 8 Executive Drive, Burleigh Waters, QLD, 4220	
	Sunkids Childrens Centre - Eight Mile Plains at 32 Gaskell Street, Eight Mile Plains, QLD, 4113	
	Sunkids Childrens Centre – Ormiston at 70 Wellington Street, Ormiston, QLD, 4160	
	Sunkids Childrens Centre – Scottsdale at 322 Scottsdale Drive, Robina, QLD, 4226	
	Sunkids Childrens Centre - Sunnybank Hills at 371 Jackson Road, Sunnybank Hills, QLD, 4109	
	Sunkids Childrens Centre – Robina at 259 Scottsdale Drive, Robina, QLD, 4226	

Signatures

Employer Representative

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

ROmar

Signature

Reyhaan Omar

Full Name

Director

Title

69 Brandl St Eight Mile Plains QLD 4113

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.

MS
Signature

MADELEINE SEFTON
Full Name

CENTRE MANAGER
Title

161 MILLER ROAD, BOONDAU QLD 4034
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 IQ TRUST	Sunkids Childrens Centre – Oxley at 5 Oakmost Avenue, Oxley, QLD, 4075 Sunkids Childrens Centre - Boondall East at 2345 Sandgate Road, Boondall, QLD, 4034 Sunkids Childrens Centre - Calamvale Central at 38 Nottingham Road, Calamvale, QLD, 4116	ABN: 42040569036

Signatures

Employer Representative

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

ROmar

Signature

Reyhaan Omar

Full Name

Director

Title

69 Brandl St Eight Mile Plains QLD 4113

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

Barbee Manual

Full Name

Centre Manager

Title

5 Oakmont Ave, Oxley QLD, 4075

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
Johncock & Associates PTY LTD	Walkley Heights Child Care Centre at 1- 5 Homestead Ave Walkley Heights, Adelaide, South Australia, 5098	ABN: 93059050350 ACN: 059050350

Signatures

Employer Representative

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

Signature

Randall Edward Johncock

Full Name

Owner

Title

MR

Address (including State and Postcode)

*7 Shiekie Place Walkley Heights
5098 SA.*

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.

Kirsty

Signature

Kirsty Louise Clarke.

Full Name

Miss Assistant Director

Title

7 Elijah Court, Greenwith, SA 5125.

Address (including State and Postcode)

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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
Treasured Tots Early Education Bennett Springs Pty Ltd	Treasured Tots Early Education Bennett Springs at 1 Tucana Street, Bennett Springs, WA, 6063	ABN: 46648958758

Signatures

Employer Representative

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



Signature

Simone Richelle O'Brien

Full Name

OWNER

Title

2 Cornwall Street

Address (including State and Postcode)

Swanbourne WA 6010

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.

Rebecca Harvey
Signature

Rebecca Harvey
Full Name

Educational Leader
Title

294 Millhouse road, Aveley, WA 6069.
Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
Treasured Tots Early Education Hamersley Pty Ltd	Treasured Tots Early Education Hamersley at 650 Beach Road, Hamersley, WA, 6022	ABN: 84653944819

Signatures

Employer Representative

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



Signature

Simone Richelle O'Brien

Full Name

OWNER

Title

2 Cornwall Street

Address (including State and Postcode)

Sharnbowne WA 6010

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.

C. Georgiou

Signature

Claudia Elyse Georgiou

Full Name

Educational leader

Title

2/13 Hardy rd, Bassendean, 6054

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
Treasured Tots Early Education Piara Waters Pty Ltd	Treasured Tots Early Education Piara Waters at 76 Novelli Parade, Piara Waters, WA, 6112	ABN: 50645706092

Signatures

Employer Representative

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



Signature

Simone Richelle O'Brien

Full Name

OWNER

Title

2 Cornwall Street

Address (including State and Postcode)
Sharbourne WA 6010

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

Sidhan Kallteen Cumbus

Full Name

Curriculum and Pedagogy Manager

Title

13 Quenby Court, Silsbroughs, 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
Treasured Tots Early Education Bicton Pty Ltd	Treasured Tots Early Education Bicton at 40 Point Walter Road, Bicton, WA, 6157	ABN: 46 664 952 943

Signatures

Employer Representative

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



Signature

Simone Richelle O'Brien

Full Name

OWNER

Title

2 Cornwall St

Address (including State and Postcode)

Shanbourne WA 6010

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.

James
Signature

Chloe James
Full Name

Educational Leader
Title

51 Aitken Drive Winthrop 6150
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
Treasured Tots Child Care Pty Ltd	<p>Treasured Tots Early Education at 69 Hampton Road, Fremantle, WA, 6160</p> <p>Treasured Tots Early Education Bibra Lake at 148 Parkway Road, Bibra Lake, WA, 6163</p> <p>Treasured Tots Early Education Mandurah at 73 Sutton Street, Mandurah, WA, 6210</p>	<p>ABN: 76147554194</p> <p>ACN: 147554194</p>

Signatures

Employer Representative

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



 Signature

Simone Richelle O'Brien

 Full Name

OWNER

 Title

2 Cornwall street, Swanbourne 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

LEAH MICHELLE MONCRIEFF

Full Name

OPERATIONS MANAGER.

Title

49 GRATWICK TERRACE MURDOCH WA 6150

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
YCDC Pty Ltd	Yeronga Child Development Centre at 45 Park Rd, Yeronga QLD 4104	ACN: 659882023 ABN: 72659882023

Signatures

Employer Representative

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

Maria Poulos
Signature

Maria Poulos
Full Name

Company Director
Title

Address (including State and Postcode)

41 Esther Street
Tarragindi 4121

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

Thushani Nilmini Abayasingha Fernando

Full Name

Nominated Supervisor

Title

23, Marjo Close, Richlands 4077.

Address (including State and Postcode)