

This table is a summary of proposed variations lodged for this award – updated 24 February 2016.

Children's Services Award 2010

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|---------------|-----------------------------|------------------------------|--|--------------------|-------|
| S1 | UV | Sub-13Nov15 | 15 | Allowances Seek to include two allowances to reflect the change in legislation which have created new roles. A weekly allowance for an employee appointed as an educational leader and an hourly allowance for a responsible person physically present at a child care centre. | Page 1 | |
| S2 | G8E | Sub-12Nov15 | 14 | Minimum wages Seeks to insert clause from <i>Educational Services (Teachers) Award 2010</i> at 14.2. | Page 1 | |
| S3 | An individual | Sub-11Nov15 | Schedule B | Classifications Seeks to insert new classifications of Educational Leader as a result of the Education and Care Services National Regulations. Seek to insert qualifications for approved anaphylaxis management training. | Para 1-2 | |
| S4 | | | 15 | Allowances Seeks to insert allowances so the Responsible Person can be appropriately remunerated for additional responsibilities and duties. | Para 3 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|-----------------------------|------------------------------|--|--------------------|---|
| S5 | OSHC | Sub-19Nov15 | Schedule B | Classifications Education and Care Services National Regulations are not new and would impose a significant cost per year, if introduced as a new classification. | Page 1-2 | |
| S6 | UV | Sub-3Mar15 | 4.1(d) | Coverage Seeks to vary clause to include Clerk Private Sector Award 2010. | Page 2 | |
| S7 | AFEI | Sub-5Mar15 | 10.4 | Part-time employment Seeks to vary clause so part-time employees may work up to 10 hours per day before overtime applies. | Point 1 | |
| S8 | BSA | Sub-2Mar15 | 10.4(e) and 10.5(e) | Casual employment Seeks to clarify wording of clauses as they could cause confusion about the applicable pay requirements in relation to 23.4(e) | Page 9 | |
| S9 | BSA | Sub-2Mar15 | 10.5(b) | Casual employment Clause currently only allows for casuals to be engaged if they are required for emergencies or relief purposes – party consulting further with members and may pursue a variation. | Page 8 | Being dealt with by Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| S10 | CCSA | Sub-2Mar15 | 10.5(d) | Casual employment Seeks to vary clause to reduce administrative complexity in the many small-to-medium enterprises – proposed wording in submission. | Page 3 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |
| S11 | CCSA | Sub-2Mar15 | 10.5(e) and 23.2(a) | Casual employment Seeks to remove casual loading when overtime rates are payable to casual employees. | Page 3 | Referred to Part-time and Casuals Full Bench in AM2014/196 and AM2014/197 |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| S12 | ACSAE | Sub-2Feb15 | 14 | Minimum wages Party seeks the insertion of junior rates into award. | Para 3 | |
| S13 | CCSA | Sub-2Mar15 | 14.1 | Minimum wages Seeks an additional pay level for the classification of Support Worker Level 3 as a Level 3.2 and Level 3.3. | Page 4 | |
| S14 | UV | Sub-3Mar15 | 15 | Allowances Seeks to insert new clause/allowance for training as there is no provision currently in the award for training. | Page 5 | |
| S15 | CCSA | Sub-2Mar15 | 15 | Allowances Seeks introduction of allowances for a Nominated Supervisor, Educational Leader and Certified Supervisor. | Page 4 | |
| S16 | UV | Sub-3Mar15 | 15 | Allowances Seeks the inclusion of a 'Programming and Administrative' tasks allowance for Children Service Employees that are required to perform additional programming and administrative duties in addition to their rostered hours. | Page 2 | |
| S17 | CCSA | Sub-2Mar15 | 15.1 | Allowances—broken shift allowance Seeks to clarify what constitutes a broken shift. | Page 4 | |
| S18 | BSA | Sub-2Mar15 | 15.2(b) | Allowances—clothing and equipment allowance Seeks to vary clause to include a maximum allowance per week – suggests similar wording to the General Retail Industry and Pharmacy Award 2010. | Page 9 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| S19 | UV | Sub-3Mar15 | 15.2(b) | Allowances—clothing and equipment allowance Seeks to insert a note below clause – suggested wording in submission. | Page 3 | |
| S20 | UV | Sub-3Mar15 | 15.2(e) | Allowances—clothing and equipment allowance Seeks to add the words ‘hat, sun protection (including sunscreen lotions)’ before the word ‘goggles’. | Page 3 | |
| S21 | CCSA | Sub-2Mar15 | 18.1(e) | Higher duties Party proposes deleting this clause. | Page 5 | |
| S22 | CCSA | Sub-2Mar15 | 18.1(e) | Higher duties Party proposes deleting this clause. | Page 5 | |
| S23 | UV | Sub-3Mar15 | | Seeks to delete clause or delete the phrase ‘(including in-service training)’. | Page 3 | |
| S24 | CCSA | Sub-2Mar15 | 20.5(b) | Superannuation—absence from work Seeks to delete clause as it create administrative complexity which works against the modern awards objective. It also contradicts the Superannuation Guarantee provisions. | | |
| S25 | ABL | Sub-2Mar15 | 21 and 10 | Ordinary hours of work and rostering Seeks to vary clause to provide employers with greater flexibility to change rosters other than with 7 days’ notice. | Para 7 | |
| S26 | ABL | Sub-2Mar15 | 21 | Ordinary hours of work and rostering Seeks to vary clause to allow ordinary hours to be worked before 6.00 am or after 6.30 pm. | Para 7 | |

| ITEM | PARTY | DOCUMENT | CLAUSE (current award) | SUMMARY OF ISSUE | THEIR REFERENCE | NOTES |
|------|-------|----------------------------|------------------------------|--|--------------------|-------|
| S27 | BSA | Sub-2Mar15 | 21.2 | Ordinary hours of work and rostering Seeks to a variation of clause to remove ambiguity regarding broken shifts and ordinary hours. | Page 9 | |
| S29 | UV | Sub-3Mar15 | 21.5 | Ordinary hours of work and rostering—non-contact time Seeks to vary clause by extending non-contact time to 8 hours per week. | Page 3 | |
| S30 | UV | Sub-3Mar15 | 24.4(e) | Annual leave—taking annual leave Seeks to reduce maximum amount of leave without pay for a Christmas close down of 4 weeks to 2 weeks. | Page 4-5 | |

List of abbreviations

| | |
|-------|---|
| ABL | Australian Business Lawyers |
| ACSAE | Australian Community Services Employers Association, Union of Employers |
| AFEI | Australian Federation of Employers and Industries |
| BSA | Business SA |
| CCSA | Community Connections Solutions Australia |
| G8E | G8 Education |
| OSHC | OSH Club |
| UV | United Voice |