

19 July 2018

Associate to Vice President Hatcher
Fair Work Commission

Dear Associate,

**Re. C2103/6333- Application by IEU for an Equal Remuneration Order –
Evidence in Reply**

In accordance with the directions made on 16 May 2018, please find enclosed three copies of the IEU's material, on three separate USB drives, by way of filing. Please advise if the Commission would be assisted by the provision of hard copies.

Arrangements have been made to have the material served via Dropbox on the Respondents today, with identical USB drives to also be provided.

The IEU also intends to rely on two additional statements in reply of Amanda Hilaire and Leanne Issko. These brief statements are in the process of finalisation; we anticipate filing by close of week. Similarly, the IEU anticipates being in a position to file its outline of submissions by early next week. We apologise for any inconvenience.

The USB contains statements of:

1. Early childhood teachers

- a. [Emma Cullen](#)
- b. [Gabe Connell](#)
- c. [Lily Ames](#)
- d. [Margaret Gleeson](#)

2. Primary school teachers

- a. [James Jenkins-Flint](#)
- b. [Phillip Margerison](#)

3. Engineers

- a. [Kenan Toker](#)

4. Expert evidence

- a. [Frances Press](#)
- b. [Susan Irvine](#)
- c. Carol Matthews
- d. Lisa James
- e. [John Spriggs](#)
- f. [Martel Menz](#)

g. [Pam Smith](#)

Annexures to these statements are contained in Bundle J, to avoid excessive length. The contents of Bundle J are listed in Annexure A to this correspondence.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "M. Wright", with a stylized flourish underneath.

Dr. Michael Wright
Industrial Officer

Annexure A: Contents of Bundle J

Document Name	Part	Page From	Page To
<u>Bundle J – Part 1</u>			
Guide to The National Quality Framework (February 2018)	1	1	636
<u>Bundle J – Part 2</u>			
mychild website - Early Years Learning Framework	2	637	638
National Partnership on Universal Access to Early Childhood Education - 2018	2	639	696
Child Care Provider Handbook	2	697	806
Lifting Our Game - Review to Achieve Educational Excellence in Australian Schools through Early Childhood Interventions	2	807	918
Open Letter to Australian Prime Minister - Time for action - calling for universal early learning for every Australian child re Lifting our Game Report	2	919	922
Australian Qualifications Framework (2nd ed)	2	923	1034
Quality and Impact of Centre-based Early Childhood Education and Care	2	1035	1069
Through Growth to Achievement - Report of the Review to Achieve Educational Excellence in Australian Schools	2	1070	1227
<u>Bundle J – Part 3A</u>			
National Review of Teacher Registration - Consultation Paper	3	1228	1250
NSW Supplementary Documentation: Professional Experience in Initial Teacher Education	3	1251	1260
Preschool Education, Australia, 2017 (ABS: 42400DO001_2017)	3	1261	1261
Revised National Quality Framework Information Sheet	3	1262	1265
NQF Information Sheet - Nominated Supervisors	3	1266	1267
NQF Information Sheet - Responsible Person Requirements for Approved Providers	3	1268	1270
New child care package	3	1271	1274
Preschool exemption to the Child Care Subsidy activity test	3	1275	1276
New Child Care Package Website – Frequently asked questions: preschool	3	1277	1280
Goodstart website: New subsidy makes kindergarten and preschool programs more affordable	3	1281	1284
Aus Budget Website: Child Care Reform - How does it affect Australian families?	3	1285	1293
Senator Birmingham / Minister for Education and Training - Transcript of interview - 22/06/18	3	1294	1296

New Child Care Package Website – Frequently asked questions: Hourly rate cap	3	1297	1300
Website: FactCheck: what are the facts on rising child care prices? (The Conversation January 2018)	3	1301	1305
Queensland Kindergarten Funding Scheme: Funding Requirements (Revised January 2018)	3	1306	1355
Addendum to the Queensland Kindergarten Funding Scheme: Funding Requirements (July 2018)	3	1356	1361
Qld Class Size Target Achievement and Average Class Size	3	1362	1368
Continua of learning and development - Queensland kindergarten learning guideline companion	3	1369	1411
Subsidies available under the Queensland Kindergarten Funding Scheme	3	1412	1414
Victorian Schools Summary Statistics	3	1415	1415
Website: Victoria - Kindergarten Funding Rates	3	1416	1420
Kindergarten Funding Guide (Victoria)	3	1421	1507
Class sizes in NSW government primary schools, 2017 - CESE Bulletin Issue 20	3	1508	1517
NSW Department of Education - Average Class Size	3	1518	1518
Website: Start Strong - Operating an early childhood education service	3	1519	1528
Sample Integrated Teaching And Learning Outline - Kindergarten Curriculum Guidelines	3	1529	1542
Website: Kindergarten Curriculum Guidelines	3	1543	1544
Kindergarten Curriculum Guidelines	3	1545	1567
Website: MercyCare - Our Programs	3	1568	1570
Correspondence from FWO to IEU	3	1571	1572
Website: ACARA - Student teacher ratios	3	1573	1574
Early Education and Child Care in Summary - September quarter 2017	3	1575	1593
Guide to Developing a Quality Improvement Plan	3	1594	1611
Educational Services (Teachers) Award 2010 (as at 20 July 2018)	3	1612	1658
Bundle J – Part 3B			
Early Education Employees Agreement 2016 [AE418644]	3	1659	1757
Website: Natural Elements Early Learning Centre - Philosophy & Programming	3	1758	1759
Extracts from Goodstart website: How do children learn through play?	3	1760	1768
Website: Little Scholars - Yatala	3	1769	1774
Text Extract from: Website: Little Scholars - Yatala https://mylittlescholars.com.au/little-scholars-yatala/	3	1775	1779
Website: Little Scholars - Preschool & ELC Ashmore	3	1780	1784
Text Extract from Website: Little Scholars -	3	1785	1788

Preschool & ELC Ashmore https://mylittlescholars.com.au/little-scholars-ashmore/			
Website: Little Scholars - Stapylton	3	1789	1796
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<u>Bundle J – Part 4</u>			
Keiraville Community Preschool Collective Agreement 2017 (Awaiting Approval)	4	1800	1846
Competence Requirements in Early Childhood Education and Care - Final Report	4	1847	1910
Age-appropriate pedagogies for the early years of schooling: Foundation paper	4	1911	1950
Play-based learning can set your child up for success at school and beyond (The Conversation 22 February 2018)	4	1951	1955
Website: Little Scholars - Nerang	4	1956	1963
Text Extract from: Website: Little Scholars - Nerang https://mylittlescholars.com.au/little-scholars-nerang/	4	1964	1966
NSW Syllabus - English K-10 Syllabus	4	1967	2193
NSW Syllabus - History K-10 Syllabus	4	2194	2335
Creative Arts K-6 Syllabus	4	2336	2441
Personal Development, Health and Physical Education K-6 - Syllabus	4	2442	2501
Discourses of the Early Years Learning Framework: constructing the early childhood professional	4	2502	2516
National Partnership Agreement on Early Childhood Education	4	2517	2537
Transition to Full Registration - an Evidence Guide for Early Childhood Teachers	4	2538	2577
Queensland kindergarten learning guideline	4	2578	2665
Queensland, Parliamentary Debates, Legislative Chamber, 16 November 2011	4	2666	2752
The Effective Pre-school and Primary Education project: Findings from preschool to end of key stage 1	4	2753	2762
Victoria, Parliamentary Debates, Legislative Assembly, 2 September 2010	4	2763	2900
Money, Love and Identity: Initial findings from the National ECEC Workforce Study	4	2901	2928
Early childhood practice and refrains of complexity	4	2929	2945