

[2025] FWCA 3195

The attached document replaces the document previously issued with the above code on 30 September 2025.

A typographical error has been corrected at [36].

Associate to Deputy President Wright

Dated 4 November 2025



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

Kang, Tae Sook T/A Fairytale Preschool and Long Day Care Centre and Others

(B2025/1368, B2025/1453, B2025/1454, B2025/1455, B2025/1456, B2025/1458, B2025/1459, B2025/1480, B2025/1481, B2025/1485, B2025/1489, B2025/1490, B2025/1491, B2025/1492)

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

DEPUTY PRESIDENT WRIGHT

SYDNEY, 30 SEPTEMBER 2025

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

[1] This matter concerns 14 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 in January 2025 with the decision¹ (*January 2025 variations decision*) approving some 33 variations. Further, a secondary decision² (*March 2025 variations decision*) was published on 18 March 2025 approving 136 variations. A series of other decisions have now followed.

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

[5] Each applicant employer has made the application on the basis that a variation has been agreed with their relevant employees to include them in the coverage of the ECEC Agreement. The applications are supported by the United Workers' Union (UWU) and the Independent Education Union of Australia (IEU), either of which have also countersigned some of the

variations, and no concerns with any of the applications have been raised by the Australian Education Union.³

[6] To the extent that the applications as originally made contained minor errors or omissions, I have waived the irregularities.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

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

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

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

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

[10] Each of the applicant employers in this matter have agreed to a joint variation with their affected employees. The employees have approved the variations by a majority or unanimous vote in each case, via a proper ballot or vote of employees. In most cases the ballots were conducted by an independent ballot agent. In other applications, less formal voting arrangements were applied; however, in each case I am ultimately satisfied that proper processes were utilised.

[11] The FW Act also requires that before an employer requests the employees to approve the proposed variation, it must take all reasonable steps to ensure that the terms of the agreement as proposed to be varied, and the effect of those terms, are explained to the affected employees and that the explanation is provided in an appropriate manner taking into account the circumstances and needs of the employees.⁶ The FW Act also provides some examples of the kinds of employees whose circumstances and needs are to be taken into account.⁷

[12] The material provided with each of the applications supports a finding that these requirements have been met. The measures undertaken included the provision of comprehensive and accurate written explanations of the effect of the variation; and access to all relevant documents (including the ECEC Agreement, the relevant safety net modern awards and information about the Early Childhood Education and Care Worker Retention Payment (EWRP)), in most cases both in hard copy and via electronic links.

[13] The variation in each case has been made under the relevant terms of the FW Act.⁸

The making of the applications – s.216AA

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

[15] Section 216AA(2)(b) requires that the application be accompanied by “a copy of the agreement as proposed to be varied.”. The applicant employers have ultimately provided a copy of the ECEC Agreement and the relevant variation, which is, in effect, an additional page confirming their addition to the coverage consistent with the schedule of employers within the Agreement – Part G. Accordingly, on any view, a copy of the agreement as proposed to be varied was provided with the applications.

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

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

The other approval requirements – s.216AB

Consistency with the supported bargaining authorisation requirements

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

[19] 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).

[20] 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).

[21] 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 am readily satisfied that s.216AB(1)(a) has been met in each case.

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

[23] 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?

[24] 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).

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

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

General building and construction work

[27] Section 216AB(2) of the FW Act prevents a variation of this kind being approved if it were to cover employees in the general building and construction industry. The variations include only employees of a kind who are already covered by the ECEC Agreement and its facilitating authorisation,¹² and the variations may be approved.

Any existing single interest authorisation

[28] 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.

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

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

Other considerations – s.216AE

[31] 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.

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

Conclusions and approvals

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

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

[35] 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 (30 September 2025).

[36] In conclusion, I observe that with these approved variations, the ECEC Agreement now covers some 508 employers and approximately 45,700 employees.



DEPUTY PRESIDENT

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ANNEXURE A

Applicants and Matter Numbers

Matter Number	Business name	Trading name
B2025/1368	Kang, Tae Sook	Fairytales Preschool and Long Day Care Centre
B2025/1453	Surrey Hills Baptist Children's Centre Inc	Surrey Hills Baptist Children's Centre
B2025/1454	Aspire Early Education & Kindergarten Clydevale, Clyde North Pty Ltd	Aspire Early Education & Kindergarten Clydevale, Clyde North
B2025/1455	Aspire Early Education & Kindergarten Arramont, Wollert Pty Ltd	Aspire Early Education & Kindergarten Arramont, Wollert
B2025/1456	Aspire Early Education & Kindergarten Smiths Lane, Clyde North Pty Ltd	Aspire Early Education & Kindergarten Smiths Lane, Clyde North
B2025/1458	Step Above Education Pty Ltd	Eagleby Central Childcare
B2025/1459	Williams International College Pty Ltd	Magic Minds Early Learning Centre
B2025/1480	Endeavour Early Education Kariong Pty Limited	Endeavour Early Education Kariong
B2025/1481	The trustee for Mexon Family Trust	Kinder Lane Early Learning Centre
B2025/1485	Abu Seefin Operating Pty Limited	Endeavour Early Education Concord
B2025/1489	The Trustee for JAKE Child Care Services Trust	Katie's Kindergarten & Early Learning Centre
B2025/1490	Erlibyrd's Pty Ltd	Erlibyrd's
B2025/1491	The trustee for Kriscon Family Trust	Cloverdale Early Education and Care
B2025/1492	Sella Childcare Centre Pty Ltd	Sella Childcare Centre

ANNEXURE B

Variations

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

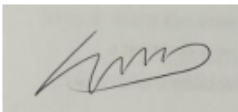
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied to add the employer listed below as an employer covered by the agreement:

Business Name	Trading name	Address	ABN/ACN
Kang, Tae Sook	Fairytales Preschool and Long Day Care Centre	11A Wavell Ave, Carlingford, NSW, 2118	36 904 892 993

Signatures

Employer/Employer representative

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



Signature

Sun Ae Shin (Julia)

Full Name

Centre Manager

Title/Authority to Sign

11a Wavell Ave, Carlingford NSW 2118

Address (including State and Postcode)

Independent Education Union

On behalf of employees:



Signature

Carol Matthews

Full Name

Secretary, IEU NSW/ACT Branch

Title/Authority to Sign

488-501 Wattle Street, Ultimo NSW 2007

Address (including State and Postcode)

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

Pursuant to section 216A of the *Fair Work Act 2009* (Cth), 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
SURREY HILLS BAPTIST CHILDREN'S CENTRE INC	Surrey Hills Baptist Early Learning Centre, 277-281 Elgar Road, Surrey Hills, Victoria, 3127	ABN: 66821981280

Signatures

Employer Representative

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



Signature

Glenice Gibbs

Full Name

Centre Manager

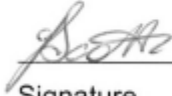
Job Title

277-281 Elgar Road, Surrey Hills Victoria 3127

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

Heather Scott

Full Name

Nursery Lead Educator

Job Title

277-281 Elgar Road, Surrey Hills Victoria 3127

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 CLYDEVALE, CLYDE NORTH PTY LTD	Aspire Early Education & Kindergarten Clydevale, Clyde North, 17 Welsummer Dr, Clyde North, VIC, 3978	ABN: 97671557949

Signatures

Employer Representative

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



Signature

Dilek Senturk

Full Name

Head of People & Talent

Job Title

Level 9 / 627 - Chapel Street, South Yarra 3141 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.

H.T

Signature

Heleina Talbot

Full Name

Centre Manger

Job Title

17 Welsommer drive Clyde North 3978 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 ARRAMONT, WOLLERT PTY LTD	Aspire Early Education & Kindergarten Arramont, Wollert, 3A Chenin St, Wollert, VIC, 3750	ABN: 99671557958

Signatures

Employer Representative

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



Signature

Dilek Senturk

Full Name

Head of People & Talent

Job Title

Level 9 / 627 - Chapel Street, South Yarra 3141 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

Kiran Sandeep Jadhav

Full Name

Centre Manager.

Job Title

Aspire Early Education & Kindergarten Aramont.
3A Chenin St, 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
ASPIRE EARLY EDUCATION & KINDERGARTEN SMITHS LANE, CLYDE NORTH PTY LTD	Aspire Early Education & Kindergarten Smiths Lane, Clyde North, 12 Scholtz Dr, Clyde North, VIC, 3978	ABN: 93673733527

Signatures

Employer Representative

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



Signature

Dilek Senturk

Full Name

Head of People & Talent

Job Title

Level 9 / 627 - Chapel Street, South Yarra 3141 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.

Keane

Signature

CHARITELLE KEANE

Full Name

Centre Manager

Job Title

12 Scholtz Drive, Clyde North 3978.

Address (including State and Postcode)

Victoria

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
Step Above Education Pty Ltd	Eagleby Central Childcare	209 Fryar Road, Eagleby QLD 4207	ACN: 686103159

Signatures

Employer/Employer representative

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



Signature

Tracey Harding

Full Name

Director/Owner

Title/Authority to Sign

6-12 Lombok Ct, Mt Tamborine QLD 4272

Address (including State and Postcode)

United Workers Union

On behalf of employees



Signature

Kate Volkmer

Full Name

Nominated Supervisor – Centre Director

Title/Authority to Sign

c/- 209 Fryar Rd Eagleby QLD 4207

Address (including State and Postcode)

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

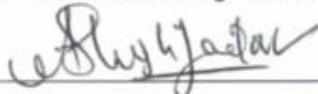
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), do you approve the proposed variation of the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
WILLIAMS INTERNATIONAL COLLEGE PTY LTD	Magic Minds Early Learning Centre 219 Melaluka Road, Leopold, Victoria, 3224	ABN: 46660844164

Signatures

Employer Representative

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



Signature

Ashish Yadav

Full Name

Director

Job Title

21 Newport Ave Williams Landing Victoria -3027

Address (including State and Postcode)

Employee Representative

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



Signature

Jessica Williams

Full Name

Centre Manager

Job Title

7-9 Chianti Grove Leopold VIC 3224

Address (including State and Postcode)

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

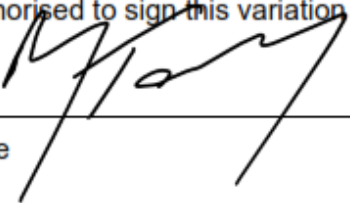
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
ENDEAVOUR EARLY EDUCATION KARIONG PTY LIMITED	Endeavour Early Education Kariong 11 Eyers Close Kariong NSW 2250	81 620 993 179 620 993 179

Signatures

Employer Representative

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



Signature

Mariem Terry

Full Name

Company Director

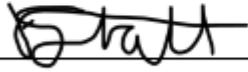
Title

11 Eyers Close Kariong NSW 2250

Address (including State and Postcode)

Employee Representative

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



Signature

Jessica Stott

Full Name

Early Childhood Educator and 2IC

Title

11 Eysers Close Kariang NSW 2250

Address (including State and Postcode)

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

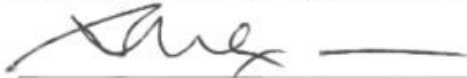
Pursuant to section 216A of the *Fair Work Act 2009* (Cth), the *Early Childhood Education and Care Multi-Employer Agreement 2024-2026* be varied by inserting into Part G of the Agreement the following:

Business name	Centre name and address	ABN/ACN
The trustee for Mexon Family Trust	Kinder Lane Early Learning Centre 28 Soldiers Road Jannali NSW 2226	88 311 702 514

Signatures

Employer Representative

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



Signature

BRAD VINCENT MEXON

Full Name

APPROVED PROVIDER

Title

28 SOLDIERS RD, JANNALI,

Address (including State and Postcode)

NSW, 2226

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.

Sarah Newman

Signature

Sarah Newman

Full Name

Centre Manager

Title

3 Bellevue Parade, Caringbah NSW 2229

Address (including State and Postcode)

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

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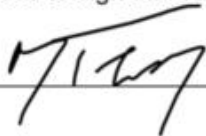
Business name	Centre name and address	ABN/ACN
ABU SEFEIN OPERATING PTY LIMITED	Endeavour Early Education Concord 173-175 Majors Bay Road Concord NSW 2137	74 618 007 855

Signatures

Employer Representative

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

Signature



Mariem Terry

Full Name

Company Director

Title

173-175 Majors Bay Road Concord NSW 2137

Address (including State and Postcode)

Employee Representative

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



Signature

Jessica Stott

Full Name

Early Childhood Educator and 2IC

Title

173-175 Majors Bay Road Concord NSW 2137

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 JAKE Child Care Services Trust	Katie's Kindergarten & Early Learning Centre 50 Thirlmere Way Tahmoor NSW 2573	37 268 354 967

Signatures

Employer Representative

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



Signature

ANN DASILVA-ANTUNES

Full Name

DIRECTOR

Title

50 THIRLMERE WAY TAHMOOR NSW 2573

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

SHELLEY ANDRIOLLO

Full Name

EDUCATOR

Title

50 THIRLMERE WAY TAHMOOR NSW 2573

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
ERLIBYRDS PTY LTD	Erlibyrd 1 Seymour Street Tweed Heads South NSW 2486	32 631 144 182 631 144 182

Signatures

Employer Representative

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



Signature

Luisa Duffy

Full Name

Approved Provider

Title

1 Seymour Street Tweed Heads Sth

Address (including State and Postcode)

NSW 2486

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

Adele Drayson

Full Name

Educator / Educational leader

Title

79 North road Lower beechmont. 4211 QLD

Address (including State and Postcode)

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

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

Business name	Centre name and address	ABN/ACN
The trustee for Kriscon Family Trust	Cloverdale Early Education and Care 50 Pearl Road Cloverdale WA 6105	39 882 183 485

Signatures

Employer Representative

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



Signature

FIONA KRISHNAN

Full Name

APPROVED PROVIDER / COMPANY DIRECTOR

Title

50 PEARL RD, CLOVERDALE

Address (including State and Postcode)
WA 6105

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.

Sdeadoneu.

Signature

Shaykira De Abreu

Full Name

Education Leader / Room Leader

Title

47 Pearl Road, Cloverdale WA 6105

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
Sella Childcare Centre Pty Ltd	Sella Childcare Centre 102 Metella Road Toongabbie NSW 2146	61 153 878 687 153 878 687

Signatures

Employer Representative

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

Signature



Full Name

Karthikeyan Nagendran

Title

Director

Address (including State and Postcode)

102 Metella Road Toongabbie NSW 2146

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

Sheeba

Full Name

Sheeba Ramanathan

Title

Manager

Address (including State and Postcode)

102 Metella Road Toongabbie NSW 2146

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

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

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

⁴ Section 216A(5) of the FW Act.

⁵ [\[2025\] FWC 1179](#).

⁶ Section 216AAA(1) of the FW Act.

⁷ Section 216AAA(2) of the FW Act.

⁸ Section 216A(4) of the FW Act.

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

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

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

¹² [\[2023\] FWCFB 176](#) at [60].