



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

## **Gender-based undervaluation – priority awards review**

(AM2024/23)

### **CHILDREN'S SERVICES AWARD 2010**

[MA000120]

Children's services

JUSTICE HATCHER, PRESIDENT  
 VICE PRESIDENT ASBURY  
 DEPUTY PRESIDENT O'NEILL  
 DEPUTY PRESIDENT SLEVIN  
 DEPUTY PRESIDENT GRAYSON

SYDNEY, XX FEBRUARY 2026

*Gender-based undervaluation – priority awards review – Children’s Services Award 2010 – correction to determination – clauses I.4.1 and I.4.2 of item A.21.*

A. The determination issued by the Fair Work Commission on 10 December 2025 [PR794818] is corrected as follows:

1. By inserting two new bullet points in clause I.4.1 of item A.21 before “● Children’s Services Employee—Level 3.3” as follows:

- Children’s Services Employee—Level 3A.1
- Children’s Services Employee—Level 3A.2

2. By inserting a new bullet point in clause I.4.1 of item A.21 after “● Children’s Services Employee—Level 3.3” as follows:

- Children’s Services Employee—Level 4A.5

3. By inserting the words “or the minimum rate of pay applicable under clause I.3” after “clause I.2” appearing in clause 1.4.2(a) of item A.21.

4. By inserting two rows in the table appearing in clause I.4.2(b) of item A.21 before Level 3.3 as follows:

Level 3A.1**	On Commencement	1052.00	27.68
Level 3A.2**	After 1 year <sup>1</sup>	1068.40	28.12

5. By inserting a new row in the table appearing in clause I.4.2(b) of item A.21 after Level 3.3 as follows:

Level 4A.5	After 4 years <sup>1</sup>	1204.00	31.68
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6. By inserting the following text below the table appearing in clause I.4.2(b) of item A.21:

**\*\*Former Western Australian 'E' worker classification**

B. This determination comes into operation on 1 March 2026. In accordance with ss 165(3) and 166(5) of the *Fair Work Act 2009* (Cth), this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 March 2026.

PRESIDENT

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