



Fair Work Commission  
11 Exhibition Street  
MELBOURNE VIC 3000

14 July 2022

By email: amod@fwc.gov.au

**Re: AM2018/18 and AM2018/20 – Children's Services Award 2010 and Educational Services (Teachers) Award 2010**

I refer to the Full Bench's Statement of 17 June 2022 in the above matter [2022] FWCFB 105, which dealt with two outstanding substantive issues in the 4-yearly review of the *Children's Services Award 2010* (Children's Services Award) and the *Educational Services (Teachers) Award 2020* (Teachers' Award):

- Educational Leader Allowance
- Responsible Persons Allowance

This submission deals with the Educational Leader Allowance issue only.

CCSA supports the Full Bench's *provisional view*, that the allowance inserted into the Teachers Award by the Full Bench in AM2018/9 should be inserted into the Children's Services Award so that persons undertaking the role of Educational Leader under each award have an equivalent entitlement.

As the role and responsibilities of the Educational Leader under the *Education and Care Services National Law* are unchanged by whether the employee appointed to that role is degree-qualified and covered by the Teachers' Award, or diploma/certificate III-qualified and covered by the Children's Services Award, it is CCSA's position that there should also be common treatment of the quantum of the allowance in the two awards.

This can most easily be achieved by cross-referencing to clause 19.4 of the Teachers Award. Employers covered by the Children's Services Award already use similar cross-referencing to the *Miscellaneous Award 2020* to obtain pay rates for trainees.

Setting the quantum of the allowance at the same amount for both awards reflects the current situation within the Teachers Award, where no distinction is made between teachers with conditional / provisional, proficient or highly accomplished / lead teacher accreditation. It would also support quality practice in early childhood, with decisions on the appointment of Educational Leaders being based on selecting the best person for the role irrespective of qualification level or award coverage.

**Megan Mendham**  
Chief Executive Officer