

**From:** Isabelle Arrabalde <[bellearrabalde@hotmail.com](mailto:bellearrabalde@hotmail.com)>  
**Sent:** Wednesday, 2 June 2021 7:57 PM  
**To:** Chambers - Hatcher VP <[Chambers.Hatcher.VP@fwc.gov.au](mailto:Chambers.Hatcher.VP@fwc.gov.au)>  
**Subject:** Re: AM2018/9 - Equal Remuneration and Work Value Case

Dear Ms Hayes,

Thank you for your reply.

I will await the directions hearing and am grateful to be given the opportunity to participate in the final hearing.

Kind regards,

Isabelle Arrabalde

**From:** Chambers - Hatcher VP <[Chambers.Hatcher.VP@fwc.gov.au](mailto:Chambers.Hatcher.VP@fwc.gov.au)>  
**Sent:** Wednesday, 2 June 2021 10:09 AM  
**To:** Isabelle Arrabalde <[bellearrabalde@hotmail.com](mailto:bellearrabalde@hotmail.com)>  
**Subject:** RE: AM2018/9 - Equal Remuneration and Work Value Case

OFFICIAL

Dear Ms Arrabalde

I refer to the email below.

When the Full Bench issues directions following the next directions hearing, this will allow for interested parties to make further written submissions. The Vice President has also indicated that you can participate in the final hearing.

Please note that the transcript for the conference before Deputy President Dean on 24 May 2021 has been uploaded to the web. It can be accessed [here](#).

Kind Regards,

**Eirinn Hayes**

Associate to Vice President Hatcher

**Fair Work Commission**

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**From:** Isabelle Arrabalde <[bellearrabalde@hotmail.com](mailto:bellearrabalde@hotmail.com)>  
**Sent:** Tuesday, 1 June 2021 8:31 PM  
**To:** Chambers - Hatcher VP <[Chambers.Hatcher.VP@fwc.gov.au](mailto:Chambers.Hatcher.VP@fwc.gov.au)>  
**Subject:** Proposed Educational Leader Allowance in Educational Services (Teachers) Award

Dear Vice President Hatcher and Associates,

Elizabeth Arrabalde and I submitted substantive claims as individuals who are employed as Early Childhood Teachers in the 4-yearly review of modern awards (AM2018/18 and AM2018/20). We proposed the introduction of an Educational Leader Allowance and a Responsible Person Allowance in the *Educational Services (Teachers) Award* and the *Children's Services Award*. During the proceedings it was foreshadowed

that due to potential overlap between the 4-yearly review and the Equal Remuneration and Work Value Case, the decision on these allowances may be made pending the decision in the Equal Remuneration and Work Value Case. This was confirmed in Decision [2020] FWCFB 3011 issued on 10 June 2020:

[555] We do not propose to determine two of the claims before us, at this time. These claims are the claims in respect of an Educational Leader Allowance and a Responsible Person Allowance. These claims will be listed for Mention after the Full Bench in C2013/333 and AM2018/9 has handed down its decision.

Following this, in Decision [2021] FWCFB 2051 dated 19 April 2021 the introduction of an Educational Leader Allowance was proposed:

[658] In addition, we consider that it is necessary to make provision for additional remuneration for any early childhood teacher appointed to the statutory role of Educational Leader. As earlier noted, clause 19.3 of the EST Award provides for a regime of leadership allowances payable to school teachers only, with the Level 1 allowance being applicable to positions of educational leadership. We consider that the Level 1 allowance for schools in the smallest category (category C) should also be payable to early childhood teachers who are required to discharge the responsibilities of the education leader under reg 118 of the National Regulations. This allowance is currently \$3,302.46 per annum.

We are grateful for this formal acknowledgement of the value of the work that early childhood educational leaders do and support the introduction of the allowance at this rate.

As the introduction of an Educational Leader Allowance does not seem to have been actively pursued by the IEU (with reference to IEU Closing Submission [260] dated 21 August 2019), I am concerned that the parties may not give the proposed allowance the attention or support that is warranted. This is because during the 4-yearly review, our claim for the Educational Leader allowance was neither supported nor opposed by the IEU and was opposed by ACA and AFEI.

In ACA's submission dated 17 May 2021 which raised issues for the conference held on 24 May 2021, the matter of the Educational Leader Allowance and the relationship between the cases was raised as Issue 4. Given I have not been involved in these proceedings and a transcript of the conference has not been made available to date, I am not sure whether or not this matter has been addressed.

Given my interest in the introduction of an Educational Leader Allowance, I am seeking clarification as to whether a decision concerning this allowance will be made in the Work Value Case rather than the 4-Yearly review and if there is an opportunity within the Work Value proceedings for the proposed allowance to be contested by the parties.

Kind regards,  
Isabelle Arrabalde