

From: Michal Roucek [<mailto:Michal.Roucek@ablawyers.com.au>]
Sent: Tuesday, 19 June 2018 12:32 PM
To: Chambers - Hatcher VP
Cc: 'Lucy Saunders'; Luis Izzo; Sophie Margaret Whish; 'Michael Wright'; 'Robert Seals'
Subject: IEU Application for Orders for the Production of Documents by Child Care Operators [ABLAW-ImanageDocs.FID165140]

Dear Associate

IEU Application for Orders for the Production of Documents by Child Care Operators

We wish to withdraw an earlier version of this correspondence and seeks to rely on the below.

During yesterday's hearing we confirmed that we were attempting to obtain instructions from the 48 centres who are named in the IEU's application for Orders for the Production of Documents. The intent is to confirm instructions to respond on a global basis as far as is possible.

Notwithstanding ABLA confirmed it has received instructions from G8 Education Limited (**G8**).

For the purposes of G8 only, we are instructed to consent to the Order for the Production of Documents but not to the:

1. Proposed return date, instead G8 proposes 12 July 2018;
2. IEU proposed Draft confidentiality Order in its current form.

As was confirmed yesterday, we confirm the specific basis for the alternative return date is that G8 Education Limited is currently undertaking financial year end processes. This is a substantial undertaking for a publically listed company.

G8 is also managing the transition from the Child Care Rebate and Child Care Benefit to an entirely new system named the Child Care Subsidy that has and will affect the company's business model and cost structures in the provision of children's services to families.

Another matter is that there are approximately 500 Early Childhood Teachers employed by G8 Education Limited across a large number of businesses and brands across Australia. As such it is, even by itself a large task to compile the relevant information.

For all of the foregoing reasons, we are instructed that G8 cannot comply with the Order for the Production of Documents until 12 July 2018. We accordingly file an amended draft Order in the form **attached** confirming the amended return date.

We additionally **attach** an amended Draft Confidentiality Order. Its amendment is now confined to a single new item 3 that seeks to limit the use of the documents produced under the Order to the purpose of these proceedings.

If you have any questions please do not hesitate to contact Michal Roucek on 9458 7018.

Yours sincerely
Michal Roucek

Senior Associate

Australian Business Lawyers & Advisors

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DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
G8 Education Limited

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 12 July 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

1. A document setting out, in respect of each Early Childhood Teacher employed by you:
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Affinity Education Group Limited

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

- This order has been issued at the request of the Independent Education Union.
- You can apply to have this order set aside or varied.
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SCHEDULE

2. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

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DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Bright Horizons Australia Childcare Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

3. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

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Fair Work Act 2009

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Independent Education Union of Australia

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Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Foundation Early Learning Limited

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

4. A document setting out, in respect of each Early Childhood Teacher employed by Foundation Early Learning Limited:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

In the above, a reference to Foundation Early Learning Limited also includes Fel Child Care Centres 1 Pty Ltd, FEL Child Care Centres 2 Pty Ltd, FEL Child Care Centres 3 Pty Ltd, FEL Child Care Centres 4 Pty Ltd.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Guardian Community Early Learning Centres Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

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SCHEDULE

5. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

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DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Guardian Corporate Early Learning Centres Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

6. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

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Independent Education Union of Australia

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Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Petit Early Learning Journey Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
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 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

7. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Petit Early Learning Journey Pty Ltd as Trustee for Petit Early Learning Journey Trust

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

8. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

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DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Think Childcare Services Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

9. A document setting out, in respect of each Early Childhood Teacher employed by you:
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
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DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Young Mens Christian Association Of Ballarat Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

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- You can apply to have this order set aside or varied.
- If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

10. A document setting out, in respect of each Early Childhood Teacher employed by you at **A G Leech Kindergarten** (ACEQUA Service Approval No.: SE-00003382):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: Vivien Mahomet

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

11. A document setting out, in respect of each Early Childhood Teacher employed by you at **Academy For Kids** (ACEQUA Service Approval No.: SE-00005936):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Apex Preschool Centre Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

12. A document setting out, in respect of each Early Childhood Teacher employed by you at **Apex Preschool** (ACEQUA Service Approval No.: SE-00002917):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

J.F BARR & M.E SINCLAIR

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

13. A document setting out, in respect of each Early Childhood Teacher employed by you at **Apollo Bay Child Care Services** (ACEQUA Service Approval No.: SE-00003553):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
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NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

North East Regional Preschool Association Incorporated

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

14. A document setting out, in respect of each Early Childhood Teacher employed by you at **Appin Park Kindergarten** (ACEQUA Service Approval No.: SE-00003820):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
MMV Enterprises Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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 - You can apply to have this order set aside or varied.
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SCHEDULE

15. A document setting out, in respect of each Early Childhood Teacher employed by you at **Banana Child Care Centre** (ACEQUA Service Approval No.: SE-00006530):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Bethany Kindergarten Services Limited

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

16. A document setting out, in respect of each Early Childhood Teacher employed by you at **Beacon Point Preschool** (ACEQUA Service Approval No.: SE-00002687):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

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Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Kidz 'N Co Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
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Member

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SCHEDULE

17. A document setting out, in respect of each Early Childhood Teacher employed by you at **Bj's Early Learning Centre** (ACEQUA Service Approval No.: SE-00004411):
 - a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

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Fair Work Act 2009

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Independent Education Union of Australia

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Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Mysore & Associates Pty Ltd.

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
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Member

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SCHEDULE

18. A document setting out, in respect of each Early Childhood Teacher employed by you at **Boulevard Early Learning Centre** (ACEQUA Service Approval No.: SE-00004328):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Journey Group Holdings Pty Ltd ATF Journey ELC No.3 Unit Trust

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

19. A document setting out, in respect of each Early Childhood Teacher employed by you at **Bright Steps Educational Child Care & Kindergarten - Altona North** (ACEQUA Service Approval No.: SE-00004803):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Bunya Child Care Centre Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

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SCHEDULE

20. A document setting out, in respect of each Early Childhood Teacher employed by you at **Bunya Child Care Centre** (ACEQUA Service Approval No.: SE-00006786):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Eden Quality Services Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

21. A document setting out, in respect of each Early Childhood Teacher employed by you at **Butterfield House Child Care and Kindergarten** (ACEQUA Service Approval No.: SE-40006529):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Campbelltown Community Preschool Incorporated

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

22. A document setting out, in respect of each Early Childhood Teacher employed by you at **Campbelltown Community Pre-School** (ACEQUA Service Approval No.: SE-00006833):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

A.C.N. 612 682 989 Pty Ltd as Trustee for NSW Child Care Trust

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

23. A document setting out, in respect of each Early Childhood Teacher employed by you at **Carlton House Child Care Centre and Preschool** (ACEQUA Service Approval No.: SE-40003917):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Comboyne Community Pre School Kindergarten Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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SCHEDULE

24. A document setting out, in respect of each Early Childhood Teacher employed by you at **Comboyne Community Preschool Kindergarten** (ACEQUA Service Approval No.: SE-00006996):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Albury Wodonga Community College Limited

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

25. A document setting out, in respect of each Early Childhood Teacher employed by you at **Community Early-years Childcare - Baranduda** (ACEQUA Service Approval No.: SE-40006812):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Riveroaks Developments Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

26. A document setting out, in respect of each Early Childhood Teacher employed by you at **Cowarra Park Preschool & Long Day Care Centre** (ACEQUA Service Approval No.: SE-00007040):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Cubby House For Kids Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

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SCHEDULE

27. A document setting out, in respect of each Early Childhood Teacher employed by you at **Cubby House For Kids Jubilee Street** (ACEQUA Service Approval No.: SE-00007059):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Federation University Australia

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

28. A document setting out, in respect of each Early Childhood Teacher employed by you at **FedUni Children's Centre at Mt Helen** (ACEQUA Service Approval No.: SE-00004855):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Gunning & District Pre-School Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

29. A document setting out, in respect of each Early Childhood Teacher employed by you at **Gunning Early Learning Centre** (ACEQUA Service Approval No.: SE-00007455):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Harrisfield Kindergarten Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
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 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

30. A document setting out, in respect of each Early Childhood Teacher employed by you at **Harrisfield Kindergarten** (ACEQUA Service Approval No.: SE-00003734):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

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Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

UNITING (VICTORIA AND TASMANIA) LIMITED

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

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Member

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SCHEDULE

31. A document setting out, in respect of each Early Childhood Teacher employed by you at **Kent Road Uniting Church Preschool** (ACEQUA Service Approval No.: SE-00002896):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
The Trustee For Thomas Fanous Unit Trust

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
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Member

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SCHEDULE

32. A document setting out, in respect of each Early Childhood Teacher employed by you at **Kids Kinder Childcare Centre** (ACEQUA Service Approval No.: SE-00009409):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
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NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: Michael Hanna

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
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Member

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SCHEDULE

33. A document setting out, in respect of each Early Childhood Teacher employed by you at **Kids World Kindy** (ACEQUA Service Approval No.: SE-00007822):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
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NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Investwell Property Services Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
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Member

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SCHEDULE

34. A document setting out, in respect of each Early Childhood Teacher employed by you at **Lakeview Kindergarten & Childcare** (ACEQUA Service Approval No.: SE-00003356):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Lawson Community Pre-School Association Incorporated.

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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SCHEDULE

35. A document setting out, in respect of each Early Childhood Teacher employed by you at **Lawson Community Preschool** (ACEQUA Service Approval No.: SE-00008110):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
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NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: Marie Louise Miller

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
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Member

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SCHEDULE

36. A document setting out, in respect of each Early Childhood Teacher employed by you at **Little and Loud Childcare Centre** (ACEQUA Service Approval No.: SE-00008162):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Little Learning Education Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

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 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

37. A document setting out, in respect of each Early Childhood Teacher employed by you at **Little Learning School Hornsby** (ACEQUA Service Approval No.: SE-00007566):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Cootamundra Childcare and Learning Incorporated

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

38. A document setting out, in respect of each Early Childhood Teacher employed by you at **Little Wattle Early Learning Centre** (ACEQUA Service Approval No.: SE-00008258):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
M & W Zaki Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

39. A document setting out, in respect of each Early Childhood Teacher employed by you at **Little Zak's Academy Brookvale** (ACEQUA Service Approval No.: SE-40009663):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Lyrebird Pre-School Kindergarten Nowra East Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

40. A document setting out, in respect of each Early Childhood Teacher employed by you at **Lyrebird Pre-School Kindergarten Nowra East** (ACEQUA Service Approval No.: SE-00008289):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Eureka Community Kindergarten Association Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

41. A document setting out, in respect of each Early Childhood Teacher employed by you at **Midlands Kindergarten** (ACEQUA Service Approval No.: SE-40003383):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: Judith Ruth Hewison

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

42. A document setting out, in respect of each Early Childhood Teacher employed by you at **Mimi Kindergarten** (ACEQUA Service Approval No.: SE-00008396):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Minnows Childcare Pty. Ltd.

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

43. A document setting out, in respect of each Early Childhood Teacher employed by you at **Minnows Bentleigh East** (ACEQUA Service Approval No.: SE-00004397):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer

Mother's Love Early Education & Childcare Service Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am

Date: 29 June 2018

Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

Note:

- This order has been issued at the request of the Independent Education Union.
- You can apply to have this order set aside or varied.
- If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

44. A document setting out, in respect of each Early Childhood Teacher employed by you at **Mother's Love Early Education & Childcare Service** (ACEQUA Service Approval No.: SE-00008468):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Yarra Ranges Kindergartens Inc.

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

45. A document setting out, in respect of each Early Childhood Teacher employed by you at **Mt Dandenong Preschool** (ACEQUA Service Approval No.: SE-00005988):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Shaw Street Childrens Centre Inc

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

46. A document setting out, in respect of each Early Childhood Teacher employed by you at **Shaw Street Children's Centre** (ACEQUA Service Approval No.: SE-00008972):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: Mary Jayanthi Illesinghe & Prasantha Illesinghe

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

47. A document setting out, in respect of each Early Childhood Teacher employed by you at **Small Ones Live & Learn Child Care Centre** (ACEQUA Service Approval No.: SE-00003740):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Trikki Kidz Pty Ltd

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

48. A document setting out, in respect of each Early Childhood Teacher employed by you at **Trikki Kidz** (ACEQUA Service Approval No.: SE-00009398):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.

DRAFT ORDER



Fair Work Act 2009

s.590(2)(c) - Order requiring a person to produce documents etc to the Fair Work Commission

Independent Education Union of Australia

v

Australian Childcare Alliance and ors

Commission Matter No: C2013/6333

VICE PRESIDENT HATCHER

DATE

TO: The Proper Officer
Woodbine Road Preschool Committee Inc.

Pursuant to s.590(2) of the *Fair Work Act 2009* you are **ORDERED** to provide to the Fair Work Commission the documents, records and other information specified in the Schedule to this order before the Fair Work Commission by the following time and date and to the following place:

Time: 9:00 am
Date: 29 June 2018
Place: By email, to chambers.hatcher.vp@fwc.gov.au

Member

- Note:
- This order has been issued at the request of the Independent Education Union.
 - You can apply to have this order set aside or varied.
 - If you have any queries in relation to this order please contact the associate to Vice President Hatcher on chambers.hatcher.vp@fwc.gov.au

SCHEDULE

49. A document setting out, in respect of each Early Childhood Teacher employed by you at **Woodbine Road Preschool** (ACEQUA Service Approval No.: SE-00002952):
- a. their job title,
 - b. their classification under the Education Services (Teachers) Award 2010,
 - c. their relevant qualifications,
 - d. their years of experience,
 - e. their current hourly rate of pay (excluding any allowances or loadings), and
 - f. any allowances or loadings they receive as a result of their position.

NOTE: it is not necessary for the document to identify each Early Childhood Teacher by name.



DRAFT ORDER

Fair Work Act 2009

s.594 – Confidential evidence

Independent Education Union of Australia

v

Commonwealth of Australia as represented by the Department of Education, Employment and Workplace Relations; Australian Chamber of Commerce and Industry; Australian Childcare Centres Association; Australian Community Children's Services; Australian Community Services Employers Association, Union of Employers; Australian Federation of Employers and Industries; Association of Independent Schools of South Australia; The Association of Independent Schools of Tasmania Incorporated; Association of Independent Schools of Western Australia (Inc); Association of Quality Child Care Centres of NSW Inc; Australian Childcare Alliance Victoria; Childcare Queensland Inc; Childcare South Australia; Child Care Association of Western Australia; Community Connections Solutions Australia; Australian Municipal, Administrative, Clerical and Services Union-New South Wales and ACT (Services) Branch; NSW Business Chamber Limited; The Association of Independent Schools of New South Wales Limited T/A AISNSW; Catholic Commission for Employment Relations

Commission matter no: C2013/6333

VICE PRESIDENT HATCHER

SYDNEY, [DATE] 2018

Pursuant to s.594 of the *Fair Work Act 2009* (the Act) the Fair Work Commission orders that:

- [1] The following orders are made in respect of any documents produced in response to the orders requiring production of documents issued at the request of the IEU on [DATE], setting out rates of pay and other related information of Early Childhood Teachers engaged by the persons respondent to the orders.
- [2] Access to each document produced is restricted to members, officers and employees of the Commission, and the representatives of the parties with responsibility for the day to day conduct of the proceedings.
- [3] Any documents produced may not be used for any other purpose other than the conduct of these proceedings.
- [34] The identity of each employer in respect of each the identified rates of pay is not to be contained in any document published on the Commission website. To the extent that the parties refer to this material in submissions or written evidence, they must:
 - (a) file and serve unredacted versions, marked as confidential and clearly identifying (but not redacting) the paragraphs in which the disclosure occurs, and

(b) provide the Commission with a redacted version for publication on the Commission website.

[5] The parties have liberty to apply to vary these orders on three (3) days notice.