

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

CHILD CARE INDUSTRY AWARD - STATE 2003

(Gazette, 16 May 2003)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 27 July 2006, the said Award is amended as follows as from 1 September 2006:

1. By deleting clauses 5.1.1(c), (d) and (e) and inserting the following in lieu thereof:

(c) Wage Rates Per Week

Classification			New Rate 01/09/06 \$	New Rate 01/03/07 \$	New Rate 01/09/07 \$	New Rate 01/03/08 \$	Final Rate 01/09/08 \$
Assistant CCW	Unqualified	Year 1	517.00	517.00	517.00	517.00	517.00
Assistant CCW	Unqualified	Year 2	539.30	539.30	539.30	539.30	539.30
Assistant CCW	Unqualified	Year 3	560.20	560.20	560.20	560.20	560.20
Assistant CCW	1 Yr Qualified	Year 1	597.60	597.60	597.60	597.60	597.60
Assistant CCW	1 Yr Qualified	Year 2	613.90	620.80	620.80	620.80	620.80
Assistant CCW	1 Yr Qualified	Year 3	624.30	642.10	642.10	642.10	642.10
Group Leader	Unqualified	Year 1	624.20	642.10	642.10	642.10	642.10
Group Leader	Unqualified	Year 2	635.00	652.10	652.10	652.10	652.10
Group Leader	1 Yr Qualified	Year 1	644.40	662.10	662.10	662.10	662.10
Group Leader	1 Yr Qualified	Year 2	657.60	672.10	672.10	672.10	672.10
Group Leader	1 Yr Qualified	Year 3	671.00	682.10	682.10	682.10	682.10
Group Leader	2 Yr Qualified	Year 1	678.50	718.50	720.80	720.80	720.80
Group Leader	2 Yr Qualified	Year 2	688.90	728.90	732.60	732.60	732.60
Group Leader	2 Yr Qualified	Year 3	688.90	728.90	744.30	744.30	744.30
Group Leader	3 Yr Qualified	Year 1	698.90	738.90	744.30	744.30	744.30
Group Leader	3 Yr Qualified	Year 2	712.60	742.60	744.30	744.30	744.30
Assist Director	2 Yr Qualified	Year 1	698.90	738.90	756.70	756.70	756.70
Assist Director	2 Yr Qualified	Year 2	707.80	747.80	767.80	768.50	768.50
Assist Director	2 Yr Qualified	Year 3	707.80	747.80	767.80	780.20	780.20
Assist Director	3 Yr Qualified	Year 1	712.60	742.60	762.60	783.30	783.30
Assist Director	3 Yr Qualified	Year 2	729.30	769.30	783.30	783.30	783.30
Director	Unqualified	Year 1	706.00	746.00	766.00	780.20	780.20
Director	Unqualified	Year 2	719.70	759.70	779.70	783.30	783.30
Director	1 Yr Qualified	Year 1	719.70	759.70	779.70	783.30	783.30
Director	1 Yr Qualified	Year 2	736.40	776.40	796.40	799.40	799.40

Classification			New Rate 01/09/06 \$	New Rate 01/03/07 \$	New Rate 01/09/07 \$	New Rate 01/03/08 \$	Final Rate 01/09/08 \$
Director	2 Yr Qualified	Year 1	746.10	786.10	806.10	846.10	859.40
Director	2 Yr Qualified	Year 2	753.60	793.60	813.60	853.60	887.10
Director	2 Yr Qualified	Year 3	768.90	808.90	828.90	868.90	898.90
Director	2 Yr Qualified	Year 4	783.60	823.60	843.60	883.60	910.60
Director	Min 3 Yr Qualified	Year 1	753.60	793.60	813.60	853.60	887.10
Director	Min 3 Yr Qualified	Year 2	768.90	808.90	828.90	868.90	898.90
Director	Min 3 Yr Qualified	Year 3	783.60	823.60	843.60	883.60	910.60
Director	Min 3 Yr Qualified	Year 4	798.40	838.40	858.40	898.40	946.50
Director	Min 3 Yr Qualified	Year 5	827.80	867.80	887.80	927.80	955.90
Director	Min 3 Yr Qualified	Year 6	857.20	897.20	917.20	957.20	967.70
Director	Min 3 Yr Qualified	Year 7	894.70	934.70	954.70	980.00	980.00
Director	Min 3 Yr Qualified	Year 8	907.30	947.30	987.30	991.80	991.80
Director	Min 3 Yr Qualified	Year 9	931.90	971.90	991.90	1,003.60	1,003.60

(d) No employee shall suffer any reduction in pay as a result of the introduction of the new wage rates in clause 5.1.1(c).

		Per week \$
Group Leader - Minimum 3 Year Qualified	Year 1	639.30
	Year 2	652.60
Assistant Director - Minimum 3 Year Qualified	Year 1	652.60
	Year 2	666.30

(e) *Wage Rates - Teachers*

	Per week \$
Band 1	
Step 1	646.00
Step 2	659.70
Step 3	676.40
Step 4	694.10
Band 2	
Step 1	708.85
Step 2	738.35
Step 3	767.75
Step 4	797.20
Step 5	824.70
Band 3	
Step 1	847.25
Step 2	871.85

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2006 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice President.] This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

2. By deleting clause 5.1.3 and inserting the following in lieu thereof:

5.1.3 *Wage Rates Per Week - Outside School Hours Care and Vacation Care*

(a) The minimum rates of pay for employees working in the Southern Division Eastern District in Outside School Hours Care and Vacation Care will be as set out hereunder:

Classification			New Rate 01/09/06 \$	New Rate 01/03/07 \$	New Rate 01/09/07 \$	New Rate 01/03/08 \$	Final Rate 01/09/08 \$
Assistant CCW	Unqualified	Year 1	517.00	517.00	517.00	517.00	517.00
Assistant CCW	Unqualified	Year 2	539.30	539.30	539.30	539.30	539.30
Assistant CCW	Unqualified	Year 3	560.20	560.20	560.20	560.20	560.20
Assistant CCW	Qualified	Year 1	597.60	597.60	597.60	597.60	597.60
Assistant CCW	Qualified	Year 2	613.90	620.80	620.80	620.80	620.80
Assistant CCW	Qualified	Year 3	624.30	642.10	642.10	642.10	642.10
Asst Coordinator+	Qual-Large Serv	Year 1	698.90	738.90	756.70	756.70	756.70
Asst Coordinator+	Qual-Large Serv	Year 2	706.00	746.00	766.00	780.20	780.20
Coordinator	Unqualified	Year 1	698.90	738.90	756.70	756.70	756.70
Coordinator	Unqualified	Year 2	706.00	746.00	766.00	780.20	780.20
Coordinator	Unqualified	Year 3	719.70	759.70	779.70	783.30	783.30
Coordinator*	Qual-Small Serv	Year 1	737.60	777.60	797.60	799.40	799.40
Coordinator*	Qual-Small Serv	Year 2	746.10	786.10	806.10	819.40	819.40
Coordinator+	Qual-Large Serv	Year 1	737.60	777.60	797.60	837.60	839.40
Coordinator+	Qual-Large Serv	Year 2	746.10	786.10	806.10	846.10	859.40
Coordinator+	Qual-Large Serv	Year 3	753.60	793.60	813.60	853.60	887.10
Coordinator+	Qual-Large Serv	Year 4	768.90	808.90	828.90	868.90	898.90

* A "small service" is licensed to accommodate up to 59 children daily average, up to 59 children in care on one or more shifts.

+ A "large service" is licensed to accommodate 60 or more children daily average, 60 or more children in care on one or more shifts.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2006 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice President.] This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

(b) No employee (qualified or unqualified) shall suffer any reduction in pay as the result of the introduction of the above structure and/or wage rates.

3. By deleting clause 9.3.9(c)(i) and inserting the following in lieu thereof:

(c) Wages and Other Conditions

- (i) Trainees and apprentices in the first year of their nominal 3 year apprenticeship will be entitled to Wage Level 1 rates as follows:

Wage Level 1

AGE	PERCENTAGE OF RELEVANT ADULT RATE *
Under 18 Years	55
18 and under 19 Years	65
19 and under 20 Years	75
20 and under 21 Years	85
Adults	80 (see Note 1 below)

Note: 1.*

The Relevant Adult Rate for persons employed in the Other Than Outside School Hours sector will be as follows:

Adults - Assistant Child Care Worker Year 1 - 1 Year Qualified
All other ages - Assistant Child Care Worker Year 1 - Unqualified

The Relevant Adult Rate for persons employed in the Outside School Hours Care and Vacation Care sector will be as follows:

Adults - Assistant - Year 2
All other ages - Assistant - Year 1.

4. By deleting from the clause listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.2.1	9.66	10.05

Dated 18 August 2006.

G.D. SAVILL,
Registrar.

Government Printer, Queensland

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