



## Child Care Industry Award State

### Pay Rates Increase

### Effective 10<sup>th</sup> April 2006

The Full Bench of the Queensland Industrial Relations Commission (QIRC) released its decision on Friday 24<sup>th</sup> March 2006 in regards to the Qld Child Care Wage Case.

The QIRC has issued an interim decision responding to the claim which was based on the IRC Equal Remuneration Principle which enabled the Full Bench to determine that wage increases should be awarded based upon a number of findings including that the work performed by Child Care Workers has been historically undervalued based on the gender of the workers.

#### Classification structure

The Queensland Award classification structure remains unchanged and increases have been awarded on the existing structure. The addition of the Assistant Coordinator, Qualified Assistant classification also the Coordinator Qualified has been broken up into Small Service and Large Service with the addition of a Year 4 level for Coordinator Qualified – Large Service within the OSHC structure.

- 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.

#### Phase in period

All increases are to be phased in over 2½ years i.e. 30 months. The first increase operative from 10 April 2006 is up to \$40 per week with further increments of up to \$20 per week on;

1 September 2006,  
1 March 2007,  
1 September 2007,  
1 March 2008 and  
1 September 2008.

**The average increase across the board is 18.38%.**

The phase in period identified by the full bench states that the increases will be phased in within 2 ½ years however in conflict with its own decision the full bench identifies that for most employees they will receive their increases within the first 12 months. The practical outcome is at odds with the intent and meaning of a practical phase in period of 2 ½ years.

**Those effected by WorkChoices**

Most of our membership base will not be effected by Work Choices. There will be some members, based upon their organisational structure for which Work Choices and the subsequent increases will apply. For those employers transferring to new Federal system it is unlikely that any more increases in addition to those awarded on 24 March 2006, would have further application.

This means that if there are any further entitlements awarded by the Commission in relation to First Aid or the comprehensive Training provisions etc. sought by the Union, then they will not apply to employers who are now covered under Work choices. This will be a major issue for those employers who are not covered under Work choices in the future, as the cost potential, of the training provisions may be significant.

**For further details, please contact the ACSEA.  
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