



Professional Childcare Standard 2010 - LHMU and VCSA Multiple Business Agreement

Summary of outcomes

Length of the Agreement: The agreement applies from the date of approval of Fair Work Australia with an expiry date of 1 July 2012.

Wages: 4% paid from 1 March 2010, 4.25% paid from 1 January 2011, 2.25% Paid from 1 January 2012. Laundry, first aid and overtime meal allowance are absorbed into the first year's wage increase and are no longer payable. See attached wages table for details.

Planning time: 1 hour for Assistants per week, 2 hours for diploma qualified Assistants per week, 4 hours for Room Leaders (level 4) per week. By agreement of the majority of employees affected the centre may adjust how these hours are divided between staff members provided that the total planning time is no less than that which otherwise would have applied.

Professional development: A minimum of 2 professional development days per year, at least one of which may be used by individuals to attend professional development outside of the centre.

New classification for qualified cooks: New cook level to be included in level 3.1 with progress to 3.3 — reflecting the cook classification of the Catering (Victoria) Award 1998.

Extended Director classification increments: An extension of the maximum pay rate for Directors in recognition of increasing size of centres. Levels added are as follows: classification level 6.7 changed to 60-79 places, add 80-99 places, add 100+ places. Each includes three progression increments based on the percentage increase pattern of level 6 of the agreement.

Extended definition of certificate of management allowance: Extend the eligibility to receive the GCM allowance to any who have undertaken a further qualification in management studies.

Sick leave: Change progressive sick leave entitlement to 15 days per year accrued each year of service.

Savings provision: No employee will be worse off by becoming a party to the agreement. Where a centre has existing entitlements that are higher than those contained in the Agreement (including wages and allowances) those conditions will be preserved.



childcare union



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Level	current MBA rates	Rates as of 1 March 2010 + 4%	Rates as of 1 January 2011 + 4.25%	Rates as of 1 January 2012 + 2.25%
1.1 (first year)	\$573.59	\$596.53	\$621.89	\$635.88
2.1	\$596.56	\$620.42	\$646.79	\$661.34
2.2	\$618.08	\$642.80	\$670.12	\$685.20
3.1 (certificate III)	\$656.60	\$682.86	\$711.89	\$727.90
3.2	\$680.29	\$707.50	\$737.57	\$754.17
3.3	\$702.44	\$730.54	\$761.59	\$778.72
3.4 (Diploma)	\$742.97	\$772.69	\$805.53	\$823.65
4.1 (Diploma I/C of group)	\$778.79	\$809.94	\$844.36	\$863.36
4.2	\$791.30	\$822.95	\$857.93	\$877.23
4.3	\$803.72	\$835.87	\$871.39	\$891.00
5.1 (additional duties/assistant Dir)	\$816.87	\$849.54	\$885.65	\$905.58
5.2	\$829.39	\$862.57	\$899.22	\$919.46
5.3	\$841.80	\$875.47	\$912.68	\$933.21
5.4 (Assistant Director 3 yr qual)	\$845.09	\$878.89	\$916.25	\$936.86
5.5	\$884.09	\$919.45	\$958.53	\$980.10
plus GCM	\$42.09	\$43.77	\$45.63	\$46.66
6.1 (Up to 39 places)	\$949.57	\$987.55	\$1,029.52	\$1,052.69
6.2	\$962.03	\$1,000.51	\$1,043.03	\$1,066.50
6.3	\$974.50	\$1,013.48	\$1,056.55	\$1,080.33
6.4 (40-59 places)	\$1,012.59	\$1,053.09	\$1,097.85	\$1,122.55
6.5	\$1,022.56	\$1,063.46	\$1,108.66	\$1,133.60
6.6	\$1,035.08	\$1,076.48	\$1,122.23	\$1,147.48
6.7 (60-79 places)	\$1,048.13	\$1,090.06	\$1,136.38	\$1,161.95
6.8	\$1,060.65	\$1,103.08	\$1,149.96	\$1,175.83
6.9	\$1,073.16	\$1,116.09	\$1,163.52	\$1,189.70
6.10 (80-99 places)	\$1,089.36	\$1,132.94	\$1,181.09	\$1,207.66
6.11	\$1,105.81	\$1,150.05	\$1,198.92	\$1,225.90
6.12	\$1,122.51	\$1,167.41	\$1,217.03	\$1,244.41
6.13 (100+ places)	\$1,139.46	\$1,185.04	\$1,235.40	\$1,263.20
6.14	\$1,156.67	\$1,202.93	\$1,254.06	\$1,282.28
6.15	\$1,174.13	\$1,221.10	\$1,273.00	\$1,301.64
plus GCM	\$1,191.86	\$43.77	\$45.63	\$46.66