

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *Re: variation of the Parents and Citizens Associations Award – State 2016* [2026] QIRC 235

PARTIES: **United Workers' Union, Industrial Union of Employees, Queensland**
(Applicant)

v

Queensland Council of Parents and Citizens Associations trading as Parents' and Citizens' Associations Queensland
(Respondent)

CASE NO: MA/2026/1

PROCEEDING: Application to vary a modern award

DELIVERED ON: 31 July 2026

MEMBER: Caddie IC

HEARD AT: On the papers

ORDERS:

- 1. The Application is granted.**
- 2. That the *Parents and Citizens Associations Award – State 2016* be varied in the terms set out in the Orders as outlined in Schedule 1 of this decision.**
- 3. The variation to Schedule 9 of the Award operates from 1 July 2026.**

CATCHWORDS: INDUSTRIAL LAW – VARIATION OF A MODERN AWARD – application to vary a modern award – where state award includes a mechanism to access a federal funding scheme – where federal award rates were updated by the Annual Wage Review – application to amend rates of pay in the

state award due to the amendments to the rates of pay in the federal award – award amended accordingly.

LEGISLATION AND
INSTRUMENTS:

Industrial Relations Act 2016, s 141, s 142, s 147,
s 539

Children's Services Award 2010

*Parents and Citizens Associations Award - State
2016*

CASES:

Annual Wage Review 2026 [2026] FWCFB 3500

*Declaration of General Ruling (State Wage Case
2025) (No 2)* [2025] QIRC 230

*Re: Variation of the Parents and Citizens
Associations Award – State 2016* [2025] QIRC 077

*Re: Variation of the Parents and Citizens
Associations Award – State 2016* [2025] QIRC 287

Reasons for Decision

Application by Consent

- [1] United Workers Union, Industrial Union of Employees, Queensland ('UWU') applied to the Queensland Industrial Relations Commission ('the Commission') on 7 July 2026 to vary Schedule 9 – Worker Retention Payment ('Schedule 9') of the *Parents and Citizens Associations Award – State 2016* ('the Award') to give effect to the 4.75% Annual Wage Review ('AWR') increase based on the federal *Children's Services Award 2010* ('CS Award') rates as of 28 February 2026.¹
- [2] The Queensland Council of Parents and Citizens Associations ('P&C's Queensland') is the Respondent, and the application is made by consent.² Neither party sought to make further submissions in relation to this application. An amended proposed Schedule 9 was filed by the parties on 23 July 2027 following the release of detailed information about the amounts required to properly effect the Worker Retention Payment grant scheme and ensure the participating P&C Associations remained compliant.

¹ *Annual Wage Review 2026* [2026] FWCFB 3500.

² Confirmed by correspondence dated 8 July 2026.

- [3] The proposed Schedule 9 reflects the updated amounts in accordance with the requirements of the Annual Wage Review and the Worker Retention Payment grant scheme and identifies that the Worker Retention Payment grant scheme now operates until 2028. The amendments further identify the updated percentage relevant to junior employees.
- [4] This application for variation only impacts those employees engaged under the Outside School Hours Care ('OSHC') and Vacation Care stream of the Award.

Jurisdiction

- [5] Section 147 of the *Industrial Relations Act 2016* (Qld) ('the Act') sets out the power of the Commission to make or vary modern awards, providing that:
- (1) The commission may do either of the following to provide for fair and just employment conditions –
 - (a) make a modern award;
 - (b) make an order varying a modern award.
 - (2) The commission may exercise a power under this section –
 - (a) on its own initiative; or
 - (b) on the application of any of the following persons –
 - (i) the Minister;
 - (ii) an organisation;
 - (iii) an Employer;
 - (iv) an employee; or
 - (c) on a review of a modern award under part 5.

History of Schedule 9 of the Award

- [6] On 20 March 2025, the Commission ordered a variation of the Award to enable Queensland Parents and Citizens Associations to be eligible to apply for funding under the Commonwealth Government ECEC Worker Retention Payment grant scheme to lift wages of OSHC employees.³ To be eligible, an employer must engage its workforce under a legally enforceable workplace instrument (such as a state based modern award) which includes an obligation to pay their eligible workers rates under the grant scheme terms while they receive that funding. The required provisions were inserted into the Award as Schedule 9.⁴

³ *Re: Variation of the Parents and Citizens Associations Award – State 2016* [2025] QIRC 077.

⁴ Schedule 9 was inserted into the Award following extensive conferencing between the parties and relevant stakeholders. The amended application was Heard by the Commission on 11 March 2025: see *Re: variation of the Parents and Citizens Associations Award – State 2016* [2025] QIRC 077.

- [7] On 24 September 2025, following the Queensland State Wage decision of the Full Bench,⁵ which ordered all state awards be varied by a wage increase of 3.5% for full-time adult employees from 1 September 2025, the wage rates in clause 12 of the Award and consequentially, those contained within Schedule 9 were updated in accordance with the Order. The varied Award was published on 24 September 2025.
- [8] Following publication, a small number of errors in the payrates contained in tables 1 and 2 of Schedule 9 were identified and rectified by Order of the Commission in *Re: Variation of the Parents and Citizens' Associations Award – State 2016* to ensure that P&C's who were in receipt of the Worker Retention Payment grant scheme were continuing to pay employees in accordance with the terms of the grant.⁶
- [9] On 10 December 2025, the Schedule was amended to make operative a further mandated increase of 5% to particular rates of pay contained within the Schedule. The application to vary the tables to reflect this increase was to ensure the Schedule contained the new minimum hourly amounts effective from 1 December 2025. The varied Award was published on 12 December 2025.

Substantive variations sought

- [10] The present application seeks to amend Schedule 9 of the Award by:
- acknowledging the grant scheme has been extended to 30 June 2028;
 - amending the rates of pay in accordance with the Worker Retention Payment grant scheme from 1 July 2026;
 - amending paragraphs b(ii) and b(iii) to reflect that the calculated figure is based on the *Children's Services Award 2010* rates of pay as at 28 February 2026, with a 4.75% Annual Wage Review (AWR) increase from 1 July 2026; and
 - amending the column headings as a consequence of the application of the updated wage rates and the extension of the grant scheme;⁷ and
 - clarifying that junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (the higher of the Award or CS Award) plus the amount specified in column 5, which is now 15% of the adult rate.

⁵ *Declaration of General Ruling (State Wage Case 2025) (No 2)* [2025] QIRC 230.

⁶ [2025] QIRC 287.

⁷ Upon review of the amended Schedule 9, the Commission identified a typographical error in the date the parties had identified as the conclusion of the grant scheme in columns 5 and 6 of the tables in Schedule 9. In correspondence dated 31 July 2026, the parties confirmed the correct date was 30 June 2028. Pursuant to s 539(e) of the *Industrial Relations Act 2016* (Qld), I will correct this error in the Orders made in this decision.

- [11] The following amendments are proposed to be made to the 'Purpose and Scope' of Schedule 9:

Purpose and Scope

- (a) The Commonwealth Government has introduced the Worker Retention Payment grant scheme to support a 15% wage increase for eligible ECEC workers ~~over a two-year period from~~ (2 December 2024 to 30 ~~November-June~~ 2028⁸⁶), by reference to the minimum rates of pay provided for in the federal *Children's Services Award 2010*.
- (b) To be eligible to participate in the Worker Retention Payment grant scheme, eligible ECEC workers must be engaged under a legally enforceable workplace instrument that includes an obligation on the Employer to pay the eligible ECEC workers at the minimum rates prescribed by the Worker Retention Payment grant scheme's terms.
- (c) The purpose of this Schedule 9 is to place an obligation on Employers of eligible ECEC workers, to pay their ECEC workers the minimum rates of pay prescribed by the Worker Retention Payment grant scheme's terms, during the period the Employer is in receipt of Worker Retention Payments.
- (d) No obligation arises to pay eligible ECEC workers the minimum rates of pay prescribed in this schedule during any period the Employer is not in receipt of Worker Retention Payments for that eligible ECEC worker. In these circumstances the eligible ECEC worker will be paid solely in accordance with clause 12.4(d) of the Award.

This Schedule 9, and the obligations provided under it, are to take effect from 2 December 2024 and conclude on 30 ~~November-June~~ 2028⁸⁶.

- [12] The explanation of the operation of the tables within the Schedule is also proposed to be amended as follows:

- (b) The tables operate as follows:
 - i. Column 3 in the below table is the minimum hourly rate payable to eligible ECEC workers under clause 12.4(d) of the Award.
 - ii. Column 4 in the below table sets out the minimum rates of pay that must be paid to all eligible ECEC workers, who are employed by National System Employers, under the *Children's Services Award 2010*, mapped against their corresponding classifications under the Award. This column does not include the effect of the Gender Undervaluation uplift award by the Fair Work Commission and is calculated on the rates of pay as at 28 February 2026, with the Annual Wage Review increase of 4.75%.

- iii. Column 5 is the difference between the ~~current~~ minimum hourly rate under the *Children's Services Award 2010* if there was no gender undervaluation uplift, and the new hourly rate required to be specified in the workplace instrument to become eligible for funding. This is the minimum additional hourly amount that all eligible ECEC workers who are covered by this Award are entitled to receive during the period their Employer is receiving grant funding for a Worker Retention Payment with respect to the worker.
- iv. Column 6 is the new minimum hourly rate for eligible ECEC workers who are covered by this Award during the period their Employer is receiving grant funding for a Worker Retention Payment with respect to the worker.

[13] The specific classifications and headings within tables 1 and 2 of Schedule 9 are proposed to be amended as follows:⁸

Table 1 – Permanent employees

Classification	Column 2 Children's Services Award classification <u>as per Grant</u>	Column 3 Current P&C Award minimum hourly rate*	Column 4 CS Award minimum hourly rate 1 July 202 <u>65</u>	Column 5 Additional CS Award minimum hourly amount payable to staff 1 July 202 <u>65</u> – 30 Nov 202 <u>66</u> **	Column 6 New P&C Award Rate 1 <u>September</u> <u>July</u> 202 <u>65</u> – 30 November 202 <u>65</u> (Column 3 + Column 5)
		\$	\$	\$	\$
Child Care Worker					
Level 1.1	Level 1.1	26.80	24.95 <u>26.14</u>	2.50 <u>3.92</u>	29.30 <u>30.72</u>

Level 2.1	Level 2.1	27.61	25.71 <u>26.93</u>	2.57 <u>4.04</u>	30.18 <u>31.65</u>
Level 2.2	Level 2.2	28.47	26.56 <u>27.82</u>	2.66 <u>4.17</u>	31.13 <u>32.64</u>
Level 3.1	Level 3.1	30.22	28.12 <u>29.46</u>	2.81 <u>4.42</u>	33.03 <u>34.64</u>
Level 3.2	Level 3.2	30.87	29.09 <u>30.47</u>	2.91 <u>4.57</u>	33.78 <u>35.44</u>
Level 3.3	Level 3.3	31.51	30.00 <u>31.43</u>	3.00 <u>4.71</u>	34.51 <u>36.22</u>
Level 3.4	Level 3.4	33.63	31.66 <u>33.16</u>	3.17 <u>4.97</u>	36.80 <u>38.60</u>

⁸ Noting that the date of 30 November 2026 identified by the parties in columns 5 and 6 are typographical errors which will be corrected in the Orders made in this decision.

Child Care Educator (Qualified)					
Level 4.1	Level 4.1	35.76	33.1234.69	3.315.20	39.0740.96
Level 4.2	Level 4.2	36.29	33.6335.23	3.365.28	39.6541.57
Level 4.3	Level 4.3	36.83	34.1335.75	3.415.36	40.2442.19
Level 4.4	Level 4.3	36.83	34.1335.75	3.415.36	40.2442.19
Assistant Coordinator (Unqualified)					
Level 4A.1	Level 5A.1	35.76	34.6336.27	3.465.44	41.7240.71
Level 4A.2	Level 5A.2 Level 5A.3	36.29	35.6337.32	3.565.60	42.9241.22
Assistant Coordinator (Qualified)					
Level 5.1	Level 5.1	37.25	34.6336.27	3.465.44	40.7142.69
Level 5.2	Level 5.2 Level 5.3	37.66	35.6337.32	3.565.60	41.2243.26
Coordinator (Unqualified)					
Level 5A.1	Level 6A.1**	37.25	39.9441.84	3.996.28	43.9348.11
Level 5A.2	Level 6A.2**	37.66	40.4442.36	4.046.35	44.4848.72
Level 5A.3	Level 6A.3**	38.28	40.9342.87	4.096.43	45.0249.31
Coordinator/Director (Qualified) – Level 1					
Level 6.1	Level 6.1**	38.95	39.9441.84	3.996.28	43.9348.11
Level 6.2	Level 6.2**	39.78	40.4442.36	4.046.35	44.4848.72
Level 6.3	Level 6.3**	40.63	40.9342.87	4.096.43	45.0249.31
Coordinator/Director (Qualified) – Level 2					
Level 6.4	Level 6.4**	41.16	42.4644.48	4.256.67	46.7151.15
Level 6.5	Level 6.5**	41.88	42.8544.89	4.346.73	47.7051.62
Level 6.6	Level 6.6**	42.54	43.3645.42	4.346.81	47.7052.23

Coordinator/Director/Assistant Manager – Level 3					
Level 6.7	Level 6.7**	43.25	43.8845.96	4.396.89	48.2752.86
Level 6.8	Level 6.8**	43.99	44.3846.49	4.446.92	48.8253.41
Level 6.9	Level 6.9**	44.75	44.8847.01	4.496.92	49.3753.93
Manager					
Level 7.1	Level 6.7	52.82	43.8845.96	4.396.89	57.2159.71
Level 7.2	Level 6.8	54.33	44.3846.49	4.446.92	58.7761.25
Level 7.3	Level 6.9	55.82	44.8847.01	4.496.92	60.3162.74
Level 7.4	Level 6.9	57.30	44.8847.01	4.496.92	61.7964.22

* Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3, 4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (the higher of the P&C Award or Children's Services Award) plus the amount specified in Column 5 which is 150% of the adult rate.

**Where the current P&C Association Award Rate (Column 3) is below the equivalent non-gender undervaluation Children's Services Award Rate (column 4) the Employer must pay the higher of those two rates. The Employer is responsible for the gap between the current P&C Award rate and the CS Award rate where the CS Award rate is higher.

Table 2 Casual Employees

Classification	Column 2 Children's Services Award classification	Column 3 Current P&C hourly rate	Column 4 CS Award minimum hourly rate 1 Dec-July 2024 2024-1 July 2026	Column 5 Additional CS Award minimum hourly amount payable to staff 2 Dec-2024-1 July 2026 – 30 Nov 2026	Column 6 New P&C minimum hourly rate 2-Dec 2024 1 July 2026 – 30 Nov 2026 (Column 3 + Column 5)
		\$	\$	\$	\$
Level 1.1	Level 1.1	33.50	31.1932.67	3.124.90	36.6238.40

Level 2.1	Level 2.1	34.51	32.14 <u>33.66</u>	5.05 <u>3.21</u>	37.72 <u>39.56</u>
Level 2.2	Level 2.2	35.59	33.20 <u>34.78</u>	3.32 <u>5.22</u>	38.91 <u>40.81</u>
Level 3.1	Level 3.1	37.78	35.15 <u>36.82</u>	3.52 <u>5.52</u>	41.30 <u>43.30</u>
Level 3.2	Level 3.2	38.59	36.36 <u>38.09</u>	3.64 <u>5.71</u>	42.23 <u>44.30</u>
Level 3.3	Level 3.3	39.39	37.50 <u>39.28</u>	3.75 <u>5.89</u>	43.14 <u>45.28</u>
Level 3.4	Level 3.4	42.04	39.58 <u>41.45</u>	3.96 <u>6.22</u>	46.00 <u>48.26</u>
Level 4.1	Level 4.1	44.70	41.40 <u>43.37</u>	4.14 <u>6.50</u>	48.84 <u>51.20</u>
Level 4.2	Level 4.2	45.36	42.04 <u>44.03</u>	4.20 <u>6.61</u>	49.56 <u>51.97</u>
Level 4.3	Level 4.3	46.04	42.66 <u>44.69</u>	4.27 <u>6.70</u>	50.31 <u>52.74</u>
Level 4.4	Level 4.3	46.04	42.66 <u>44.67</u>	4.27 <u>6.70</u>	50.31 <u>52.74</u>

Assistant Coordinator (Unqualified)

Level 4A.1	Level 5A.1	44.70	43.29 <u>45.34</u>	4.33 <u>6.80</u>	49.03 <u>52.14</u>
Level 4A.2	Level 5A.2 Level 5A.3	45.36	44.54 <u>46.65</u>	4.45 <u>7.00</u>	49.81 <u>53.64</u>

Assistant Coordinator (Qualified)

Level 5.1	Level 5.1	46.56	43.29 <u>45.34</u>	4.33 <u>6.80</u>	50.89 <u>53.36</u>
Level 5.2	Level 5.2 Level 5.3	47.08	44.54 <u>46.01</u>	4.45 <u>6.90</u>	51.53 <u>53.98</u>

Coordinator (Unqualified)

Level 5A.1	Level 6A.1**	46.56	49.93 <u>52.30</u>	4.99 <u>7.85</u>	54.92 <u>60.15</u>
Level 5A.2	Level 6A.2**	47.08	50.55 <u>52.95</u>	5.06 <u>7.94</u>	55.61 <u>60.89</u>
Level 5A.3	Level 6A.3**	47.85	51.17 <u>53.59</u>	5.12 <u>8.04</u>	56.29 <u>61.63</u>

Coordinator/Director (Qualified) – Level 1

Level 6.1	Level 6.1**	48.69	49.93 <u>52.30</u>	4.99 <u>7.84</u>	54.92 <u>60.14</u>
Level 6.2	Level 6.2**	49.73	50.55 <u>52.95</u>	5.06 <u>7.94</u>	55.61 <u>60.89</u>
Level 6.3	Level 6.3**	50.79	51.17 <u>53.59</u>	5.12 <u>8.04</u>	56.29 <u>61.63</u>

Coordinator/Director (Qualified) – Level 2

Level 6.4	Level 6.4**	51.45	53.07 <u>55.60</u>	5.31 <u>8.34</u>	58.38 <u>63.94</u>
Level 6.5	Level 6.5**	52.35	53.56 <u>56.11</u>	5.36 <u>8.42</u>	58.92 <u>64.53</u>
Level 6.6	Level 6.6**	53.18	54.20 <u>56.77</u>	5.42 <u>8.52</u>	59.62 <u>65.29</u>

Coordinator/Director (Qualified) – Level 3

Level 6.7	Level 6.7**	54.06	54.85 <u>57.46</u>	5.49 <u>8.62</u>	60.34 <u>66.08</u>
Level 6.8	Level 6.8**	54.99	55.48 <u>58.11</u>	5.55 <u>8.65</u>	61.03 <u>66.76</u>

Level 6.9	Level 6.9**	55.94	56.10 <u>58.76</u>	5.618.65	61.71 <u>67.41</u>
Manager					
Level 7.1	Level 6.7	66.03	54.85 <u>57.46</u>	5.498.62	71.52 <u>74.65</u>
Level 7.2	Level 6.8	67.91	55.48 <u>58.11</u>	5.558.65	73.46 <u>76.56</u>
Level 7.3	Level 6.9	69.78	56.10 <u>58.76</u>	5.618.65	75.39 <u>78.43</u>
Level 7.4	Level 6.9	71.63	56.10 <u>58.76</u>	5.618.65	77.24 <u>80.28</u>

Requirements to vary an award

[14] Section 141 of the Act provides:

141 General Requirements for commission exercising powers

- (1) In exercising its powers under this chapter, the commission must ensure a modern award –
 - (a) provides for fair and just wages and employment conditions that are at least as favourable as the Queensland Employment Standards; and
 - (b) generally reflects the prevailing employment conditions of employees covered, or to be covered, by the award.
- (2) For subsection (1), the commission must have regard to the following –
 - (a) relative living standards and the needs of low-paid employees;
 - (b) the need to promote social inclusion through increased workforce participation;
 - (c) the need to promote flexible modern work practices and the efficient and productive performance of work;
 - (d) the need to ensure equal remuneration for work of equal or comparable value;
 - (e) the need to provide penalty rates for employees who –
 - (i) work overtime; or
 - (ii) work unsocial, irregular or unpredictable hours; or
 - (iii) work on weekends or public holidays; or
 - (iv) perform shift work;
 - (f) the efficiency and effectiveness of the economy, including productivity, inflation and the desirability of achieving a high level of employment.

Reasons to grant the application

[15] Pursuant to s 141(1)(a) and (b),⁹ varying the Award to operationalise the required increase of 4.75% within the wages tables in Schedule 9 ensures ongoing consistency with the requirements of the grant scheme to ensure those in receipt of grant funding remain compliant. Backdating the variation to 1 July 2026 reflects the effective date of operation for the AWR.

⁹ *Industrial Relations Act 2016* (Qld).

- [16] The grant scheme was introduced to support a 15% wage increase for eligible ECEC workers over a two-year period by reference to minimum rates of pay provided for in the CS Award. Schedule 9 reflects the operationalisation of that scheme within the context of the Award. In order to maintain the full effect of the 15% exclusive of AWR increases, the rates need to be amended within the Schedule. The rates also must be updated in accordance with the amounts specified in the material relevant to the grant scheme so that participants remain compliant.¹⁰
- [17] It is noted that the reason the rates of pay in the CS Award said to be applicable to this application are the rates of pay as at February 2026 is due to separate changes to the classification structure of the CS Award arising from gender undervaluation proceedings.¹¹
- [18] A separate application would need to be made by the parties and heard by the Commission if it is intended to seek to map the new CS Award structure against the classification structure within the applicable schedules within the Award. This application would be more significant than updating Schedule 9 to ensure it remains compliant.

Conclusion

- [19] The original decision to insert Schedule 9 into the Award was to enable access to federal government funding to increase wages of eligible workers in the Queensland industrial relations system. I found this was consistent with the requirement for the Award to generally reflect prevailing conditions in a sector and *inter alia* to consider the needs of low paid workers and issues of gender undervaluation. Inserting the Schedule into the Award was the most effective way to create a level playing field across all eligible services run by P&C Associations. Additional payments required by the Schedule would only be payable to eligible employees during the period their employer was receiving grant funding for those employees.
- [20] I order accordingly.

Orders

1. **The Application is granted.**
2. **That the *Parents and Citizens Associations Award – State 2016* be varied in the terms set out in the Orders as outlined in Schedule 1 of this decision.**

¹⁰ The parties provided a copy of the *Early Childhood Education and Care Worker Retention Payment Grant Opportunity Guidelines* to the Commission on 23 July 2026.

¹¹ Form 2 Application filed 7 July 2026. The Fair Work Commission as an Expert Panel handed down a decision on 16 April 2025 regarding gender-based undervaluation and priority awards: see [2025] FWCFB 74. On 10 December 2025, the Expert Panel issued a decision regarding the Children's Services Award 2010: see [2025] FWCFB 283.

- 3. The variation to Schedule 9 of the Award operates from 1 July 2026.**

SCHEDULE 1

Schedule 9 – Worker Retention Payment

Purpose and Scope

- (a) The Commonwealth Government has introduced the Worker Retention Payment grant scheme to support a 15% wage increase for eligible ECEC workers from 2 December 2024 to 30 June 2028), by reference to the minimum rates of pay provided for in the federal *Children's Services Award 2010*.
- (b) To be eligible to participate in the Worker Retention Payment grant scheme, eligible ECEC workers must be engaged under a legally enforceable workplace instrument that includes an obligation on the Employer to pay the eligible ECEC workers at the minimum rates prescribed by the Worker Retention Payment grant scheme's terms.
- (c) The purpose of this Schedule 9 is to place an obligation on Employers of eligible ECEC workers, to pay their ECEC workers the minimum rates of pay prescribed by the Worker Retention Payment grant scheme's terms, during the period the Employer is in receipt of Worker Retention Payments.
- (d) No obligation arises to pay eligible ECEC workers the minimum rates of pay prescribed in this schedule during any period the Employer is not in receipt of Worker Retention Payments for that eligible ECEC worker. In these circumstances the eligible ECEC worker will be paid solely in accordance with clause 12.4(d) of the Award.

This Schedule 9, and the obligations provided under it, are to take effect from 2 December 2024 and conclude on 30 June 2028.

Definitions

In this Schedule:

- **Award** means the Parents and Citizens Associations Award - State 2016.
- **eligible ECEC workers** means employees whose positions are covered by the classifications defined in Schedule 4 (Position Descriptors – Outside School Hours Care (OSHC) and Vacation Care Stream), but whose duties are otherwise also consistent with the classifications covered by *Children's Services Award 2010*.
- **Employer** means a P&C Association which employs eligible ECEC workers and which has been approved by the Commonwealth Government to receive grant funding for a Worker Retention Payment.
- **Worker Retention Payment** means the Commonwealth Government's Early Childhood Education and Care (ECEC) worker retention payment to support a wage increase for all eligible ECEC workers, or any successor to that scheme.

Minimum Rates of Pay

- (a) In addition to their entitlement to payment of the minimum wages prescribed in clause 12.4(d) of this Award, eligible ECEC Workers will also be entitled to receive the additional minimum hourly rate prescribed in Column 5 of the below table, during the period their Employer is in receipt of grant funding for a Worker Retention Payment with respect to that worker, including any backdating period.
- (b) The tables operate as follows:
 - i. Column 3 in the below table is the minimum hourly rate payable to eligible ECEC workers under clause 12.4(d) of the Award.
 - ii. Column 4 in the below table sets out the minimum rates of pay that must be paid to all eligible ECEC workers, who are employed by National System Employers, under the *Children's Services Award 2010*, mapped against their corresponding classifications under the Award. This column does not include the effect of the Gender Undervaluation uplift award by the Fair Work Commission and is calculated on the rates of pay as at 28 February 2026, with the Annual Wage Review increase of 4.75%.
 - iii. Column 5 is the difference between the minimum hourly rate under the *Children's Services Award 2010* if there was no gender undervaluation uplift, and the new hourly rate required to be specified in the workplace instrument to become eligible for funding. This is the minimum additional hourly amount that all eligible ECEC workers who are covered by this Award are entitled to receive during the period their Employer is receiving grant funding for a Worker Retention Payment with respect to the worker.
 - iv. Column 6 is the new minimum hourly rate for eligible ECEC workers who are covered by this Award during the period their Employer is receiving grant funding for a Worker Retention Payment with respect to the worker.
- (c) The rates as set out in the tables will be increased:
 - i. In regard to Column 4, by any increase in the award rates for each classification under the *Children's Services Award 2010*; and
 - ii. In regard to Column 5, by an additional 5% from 1 December 2025 above the relevant minimum hourly rates set out in Column 4, which will be in addition to any increase in the *Children's Services Award 2010* rates as a result of the Annual Wage Review of the Fair Work Commission.

Table 1 – Permanent employees

Classification	Column 2	Column 3	Column 4	Column 5	Column 6
	Children's Services Award classification as per Grant	Current P&C Award minimum hourly rate*	CS Award minimum hourly rate 1 July 2026	Additional CS Award minimum hourly amount payable to staff 1 July 2026 – 30 June 2028**	New P&C Award Rate 1 July 2026– 30 June 2028 (Column 3 + Column 5)
		\$	\$	\$	\$
Child Care Worker					
Level 1.1	Level 1.1	26.80	26.14	3.92	30.72
Level 2.1	Level 2.1	27.61	26.93	4.04	31.65
Level 2.2	Level 2.2	28.47	27.82	4.17	32.64
Level 3.1	Level 3.1	30.22	29.46	4.42	34.64
Level 3.2	Level 3.2	30.87	30.47	4.57	35.44
Level 3.3	Level 3.3	31.51	31.43	4.71	36.22
Level 3.4	Level 3.4	33.63	33.16	4.97	38.60
Child Care Educator (Qualified)					
Level 4.1	Level 4.1	35.76	34.69	5.20	40.96
Level 4.2	Level 4.2	36.29	35.23	5.28	41.57
Level 4.3	Level 4.3	36.83	35.75	5.36	42.19
Level 4.4	Level 4.3	36.83	35.75	5.36	42.19
Assistant Coordinator (Unqualified)					
Level 4A.1	Level 5A.1	35.76	36.27	5.44	41.72
Level 4A.2	Level 5A.2 Level 5A.3	36.29	37.32	5.60	42.92
Assistant Coordinator (Qualified)					
Level 5.1	Level 5.1	37.25	36.27	5.44	42.69

Level 5.2	Level 5.2 Level 5.3	37.66	37.32	5.60	43.26
Coordinator (Unqualified)					
Level 5A.1	Level 6A.1**	37.25	41.84	6.28	48.11
Level 5A.2	Level 6A.2**	37.66	42.36	6.35	48.72
Level 5A.3	Level 6A.3**	38.28	42.87	6.43	49.31
Coordinator/Director (Qualified) – Level 1					
Level 6.1	Level 6.1**	38.95	41.84	6.28	48.11
Level 6.2	Level 6.2**	39.78	42.36	6.35	48.72
Level 6.3	Level 6.3**	40.63	42.87	6.43	49.31
Coordinator/Director (Qualified) – Level 2					
Level 6.4	Level 6.4**	41.16	44.48	6.67	51.15
Level 6.5	Level 6.5**	41.88	44.89	6.73	51.62
Level 6.6	Level 6.6**	42.54	45.42	6.81	52.23
Coordinator/Director/Assistant Manager – Level 3					
Level 6.7	Level 6.7**	43.25	45.96	6.89	52.86
Level 6.8	Level 6.8**	43.99	46.49	6.92	53.41
Level 6.9	Level 6.9**	44.75	47.01	6.92	53.93
Manager					
Level 7.1	Level 6.7	52.82	45.96	6.89	59.71
Level 7.2	Level 6.8	54.33	46.49	6.92	61.25
Level 7.3	Level 6.9	55.82	47.01	6.92	62.74
Level 7.4	Level 6.9	57.30	47.01	6.92	64.22

* Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3, 4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (the higher of the P&C Award or Children's Services Award) plus the amount specified in Column 5 which is 15% of the adult rate.

**Where the current P&C Association Award Rate (Column 3) is below the equivalent, non-gender undervaluation, Children's Services Award Rate (column 4) the Employer must pay the higher of those two rates. The Employer is responsible for the gap between the current P&C Award rate and the CS Award rate where the CS Award rate is higher.

Table 2 Casual Employees

Classification	Column 2 Children's Services Award classification	Column 3 Current P&C hourly rate	Column 4 CS Award minimum hourly rate 1 July 2026	Column 5 Additional CS Award minimum hourly amount payable to staff 1 July 2026– 30 June 2028	Column 6 New P&C minimum hourly rate 1 July 2026 – 30 June 2028 (Column 3 + Column 5)
		\$	\$	\$	\$
Level 1.1	Level 1.1	33.50	32.67	4.90	38.40
Level 2.1	Level 2.1	34.51	33.66	5.05	39.56
Level 2.2	Level 2.2	35.59	34.78	5.22	40.81
Level 3.1	Level 3.1	37.78	36.82	5.52	43.30
Level 3.2	Level 3.2	38.59	38.09	5.71	44.30
Level 3.3	Level 3.3	39.39	39.28	5.89	45.28
Level 3.4	Level 3.4	42.04	41.45	6.22	48.26
Level 4.1	Level 4.1	44.70	43.37	6.50	51.20
Level 4.2	Level 4.2	45.36	44.03	6.61	51.97
Level 4.3	Level 4.3	46.04	44.69	6.70	52.74
Level 4.4	Level 4.3	46.04	44.67	6.70	52.74
Assistant Coordinator (Unqualified)					
Level 4A.1	Level 5A.1	44.70	45.34	6.80	52.14
Level 4A.2	Level 5A.2 Level 5A.3	45.36	46.65	7.00	53.64
Assistant Coordinator (Qualified)					
Level 5.1	Level 5.1	46.56	45.34	6.80	53.36
Level 5.2	Level 5.2 Level 5.3	47.08	46.01	6.90	53.98
Coordinator (Unqualified)					

Level 5A.1	Level 6A.1**	46.56	52.30	7.85	60.15
Level 5A.2	Level 6A.2**	47.08	52.95	7.94	60.89
Level 5A.3	Level 6A.3**	47.85	53.59	8.04	61.63
Coordinator/Director (Qualified) – Level 1					
Level 6.1	Level 6.1**	48.69	52.30	7.84	60.14
Level 6.2	Level 6.2**	49.73	52.95	7.94	60.89
Level 6.3	Level 6.3**	50.79	53.59	8.04	61.63
Coordinator/Director (Qualified) – Level 2					
Level 6.4	Level 6.4**	51.45	55.60	8.34	63.94
Level 6.5	Level 6.5**	52.35	56.11	8.42	64.53
Level 6.6	Level 6.6**	53.18	56.77	8.52	65.29
Coordinator/Director (Qualified) – Level 3					
Level 6.7	Level 6.7**	54.06	57.46	8.62	66.08
Level 6.8	Level 6.8**	54.99	58.11	8.65	66.76
Level 6.9	Level 6.9**	55.94	58.76	8.65	67.41
Manager					
Level 7.1	Level 6.7	66.03	57.46	8.62	74.65
Level 7.2	Level 6.8	67.91	58.11	8.65	76.56
Level 7.3	Level 6.9	69.78	58.76	8.65	78.43
Level 7.4	Level 6.9	71.63	58.76	8.65	80.28