

Classification Specific - Comparison table

EARLY LEARNING CENTRES AND OUTSIDE SCHOOL HOURS CARE

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement),
Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Agreement 2014 (Current EBA), and
Educational Services (Schools) General Staff Award 2020 (Award)

Key Points

- In this Classification:
 - o Early Learning Centres (ELC) contain 5 Levels with 8 Steps in Levels 1 – 4 and 9 Steps in Level 5
 - o Outside School Hours Care (OSHC) contains 4 Levels, with 7 Steps in Levels 1 – 3, and 9 Steps in Level 4.
- Each Classification Level contains descriptions of the types of work, experience and qualification required.
- Full-time employees work 38 ordinary hours per week, and part-time employees work less than 38 ordinary hours
- Casual employees receive a 25% loading up from 20% under the Current EBA. Maximum ordinary hours are 38 per week; overtime applies thereafter. A casual employee must be paid for at least 2 hours per engagement, except for an ELC employee working in OSHC, who can work one hour before or after school on the same day.
- Part-time regular roster, plus casual loading 25% on additional hours, or overtime for hours outside of regular rosters.
- An employee who has a break between work (except a meal break) on the same day is entitled to a 15% Broken Shift penalty. If the time between the first shift starting and the second shift ending exceeds 12 hours, the employee is entitled to overtime pay in addition to the broken-shift penalty.
- **Rates are between 6% and 29 % above the Award for Early Learning Centres and 6% and 30% above the Award for Outside School Hours Care.**
- Allowances that apply to this Classification are:
 - o OSHC only, an An-charge allowance
 - o ELC and OSHC – Educational Leaders Allowance and Service Management Allowance

Comparison of Entitlements

NEW to the Proposed Agreement, and currently in the Award	Not in the Award but in the Current EBA	NEW not in the Current EBAs or the Award
<ul style="list-style-type: none"> - 10-hour break - On-call/Recall Allowance - Meal Allowance - Make-up Time 	<ul style="list-style-type: none"> - Accreditation Allowance - School Bus Allowance - Location Allowance - Deferred Salary Scheme - Infectious Diseases Leave - Leave without pay, Special Leave 	<ul style="list-style-type: none"> - Camp Allowance - Discretionary Leave Day - Study Leave - Financial Incentive for select regional and remote schools

Table 1: Comparison of Levels Proposed Agreement and Current EBA

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
SCHEDULE 2 – 7 EARLY LEARNING CENTRES AND OUTSIDE SCHOOL HOURS CARE		
7.1 Classifications – Explanation and Comparison		
7.2 Early Learning Centre (ELC) Employees		
Level 1	At Level 1, an ELC Employee is working towards an approved qualification at Certificate III level. Typical Position: Educator (working toward).	44. Child Care Employee Level 1: works under routine supervision, assisting in the supervision and care of children and generally assisting in the functioning of the centre.
Level 2	At Level 2, an ELC Employee will hold a Certificate III level approved qualification. Typical Position: Qualified Certificate III Educator.	44. Child Care Employee Level 2: has completed a Certificate III or IV in Children's Services or an equivalent qualification and possesses, in the opinion of the employer, sufficient knowledge or experience to perform duties at this level.
Level 3	At Level 3, an ELC Employee is working towards an approved Diploma-level qualification. Typical Position: Qualified Diploma Educator (Working towards).	44. Child Care Employee Level 3: has completed a Diploma in Children's Services or equivalent as recognised by licensing authorities and is appointed as the person in charge of a group of children in the age range from birth to six years.
Level 4	At Level 4, an ELC Employee holds a Diploma of Early Childhood Education and Care Diploma level approved qualification. Typical Position: Qualified Diploma Level Educator, Room Leader, Lead Educator.	44. Child Care Employee Level 4: has completed a Diploma in Children's Services or equivalent and is appointed as an Assistant Director of a service.
Level 5	At Level 5, an ELC Employee holds a relevant minimum qualification, a Diploma of Early Childhood Education and Care. Typical Position: ELC Manager.	44. Child Care Employee Level 5: holds: a relevant Degree, or an AQF Advanced Diploma, or a Diploma in Children's Services, or a Diploma in Out of Hours Care; and: (i) is appointed as the Director of a Service and is responsible for the overall management and administration of the service; or (ii) Is appointed to act as the Supervising Officer pursuant to the <i>Education and Care Services National Regulations 2012</i> - Director Level 5.1 - appointed as the Director of a service licensed for up to 39 children. - Director Level 5.2 - appointed as the Director of a service licensed for between 40 and 59 children.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
		- Director Level 5.3 - appointed as the Director of a service licensed for 60 or more children.
NOTE:	An Employee engaged as a teacher and registered with the Teachers Registration Board, and who holds a recognised Early Childhood Education qualification, is employed in accordance with the terms and conditions of the WA Catholic School Teachers Enterprise Agreement 2023 (i.e. Early Childhood Teacher) To be clear, the terms and conditions of this Agreement do not apply.	
Outside School Hours Care (OSHC) Employees		
Level 1	A Level 1 OSHC Employee means an Employee who does not hold a qualification. Typical Position: OSHC Educator	Out of School Hours Care (OSHC) Employee: is employed at the school's out-of-school hours childcare centre to provide care for children outside regular school hours. OSHC employees will be classified according to their years of experience in the industry.
Level 2	A Level 2 OSHC Employee means an Employee who meets the following qualification requirements: <ul style="list-style-type: none"> - holds an approved qualification or an approved educator qualification; or - is actively working towards an approved qualification or an approved educator qualification. Typical Position: Qualified Educator.	As above.
Level 3	A Level 3 OSHC Employee means an Employee who is the Nominated Supervisor of the OSHC and holds an approved qualification; or is enrolled in a course that is an approved first educator qualification; and <ul style="list-style-type: none"> - has completed at least 50% of the course; and - is making satisfactory progress towards completion of the course; and - is meeting the requirements for maintaining enrolment in the course. Typical Positions: Nominated Supervisor, First Qualified Educator, Second in Charge (2IC).	As above.
Level 4	Level 3 OSHC Employee means an Employee who holds an approved qualification with the Australian Children's Education & Care Quality Authority (ACECQA).	As above.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
	Typical Position: OSHC Service Manager.	

Table 2: Comparison – Ordinary Hours and Penalty Rates

For comparison purposes:

Where there is a comparison which says the benefit is “neutral” this means there is no net advantage or disadvantage to either employees or the employer when comparing the arrangements.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
SCHEDULE 2 – 7				
7.4 (a), (b) Ordinary Hours	<ul style="list-style-type: none"> - Full-time employees work 38 ordinary hours per week, which may be averaged over 2 or 4 weeks - Part-time employees work less than 38 ordinary hours per week under Clause 8 of the Proposed Agreement. - Ordinary hours may be worked on no more than 5 in any 7 days, Monday to Friday, 6.00 am to 6.30 pm 	<ul style="list-style-type: none"> - 40. 38 ordinary hours per week - Can be worked on any or all days of the week between 6.30 am and 6:30 pm 	Provided for.	The Proposed Agreement is neutral in relation to the Award except that the MHR is higher in the Proposed Agreement than in the Award. The Proposed Agreement is overall neutral in relation to the Current EBA. The Proposed Agreement limits the days on which ordinary hours can be worked to Monday to Friday. The Proposed Agreement provides that the span of ordinary hours starts at 6.00 am compared to 6.30 pm under the Current EBA.
14.3 Ordinary Hours (casual)	Maximum of 38 ordinary hours per week, with a minimum of 2 hours per engagement. An ELC employee working in OSHC can meet the minimum engagement requirement by working one hour before and after school on the same day.	No provision.	Provided for.	The Proposed Agreement is overall neutral with respect to the Award; however, the MHR is higher and therefore more beneficial. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, followed by overtime. The
7.4(c), 7.8, 11. Reduced Working Year Arrangement	May work a Reduced Working Year Arrangement as per Clause 11 of the Proposed Agreement and may have their Base Salary averaged over the full calendar year	40(3) and 42 Provided for.	Provided for.	The Proposed Agreement is neutral in relation to the Award and the Current EBA.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
7.8(b) Approved Additional Hours – Reduced Working Year Arrangement	<p>During Term-weeks paid the relevant overtime or penalty rates on their MHR that would apply under the Agreement for the additional hours worked; and</p> <p>Outside of Term: weeks, paid in accordance with Clause 12- Offer of Additional Work During Non-term-weeks (at the relevant MHR for the work undertaken).</p>	No provision.	Provided for.	The Proposed Agreement is neutral in relation to the Award and slightly more beneficial than the Current EBA, as it provides that, outside term weeks, additional work is paid at the rate relevant to the work performed rather than the employee's MHR.
59. Broken shift penalty (except for a casual)	Ordinary hours may be worked in a broken shift – 2 rostered periods on the same day, each for at least 2 hours. A 15% penalty applies to the MHR when an employee works a broken shift, with no more than 12 hours between the start of the first shift and the end of the second shift; otherwise, overtime is payable in addition to the 15% penalty.	40(2) In addition to meal breaks, OSHC employees may take one break of up to 6 hours in each shift. (No penalty rate applies).	Provided for	The Proposed Agreement is neutral with respect to the Award except that the MHR is higher in the Proposed Agreement than in the Award. The Proposed Agreement is more beneficial than the Current EBA, as it provides a penalty rate for working a broken shift, plus overtime where applicable.
57 Overtime – Full-time and part-time	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours- 150% of the MHR - After 3 hours, 200% of the MHR - Sunday - 200% of the MHR - Public holidays 250% of MHR 	<p>40(3) Work outside of the daily spread of hours, beyond 8 hours in a day or 38 hours in any week.</p> <ul style="list-style-type: none"> - Mon- Fri – first 2 hours at 150%, after 2 hours 200% - Midnight Friday to midnight Sun 200% 	Provided for.	The Proposed Agreement remains neutral compared to the Award concerning overtime percentages, but the MHR is higher and therefore more beneficial overall. The Current EBA pays overtime after 2 hours on Monday to Friday, and for all of Saturday, instead of after the first 3 hours under the Proposed Agreement.
57 Overtime – Casuals (includes casual loading)	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours- 175% of the MHR - After 3 hours, 225% of the MHR - Sunday - 225% of the MHR 	No provision.	Provided for.	The Proposed Agreement is neutral on the Award's overtime percentages, but the MHR is higher than the Award and therefore more beneficial overall.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
	- Public holidays 250% of MHR.			The Proposed Agreement is more beneficial than the Current EBA as it provides overtime pay for casual employees.
38. Juniors	Provides the percentage of the MHR <ul style="list-style-type: none"> - Under 17: 60% - 17 years old: 70% - 18 years old: 80% - 19 years old: 90% 	43(2) Juniors Percentage of Level 1 <ul style="list-style-type: none"> - At/under 16 years old 50% - Under 17: 60% - 17 years old: 70% - 18 years old: 75% - 19 years old: 85% - 20 years old 95% - 21 or over, adult rate 	Provided for.	The Proposed Agreement is neutral towards the Award except it provides a higher MHR than the Award and more beneficial than the Current EBA.
7.8 b. OSHC In Charge Allowance	An OSHC employee left in charge of children will receive their MHR plus 15% of their MHR for every hour they are left in charge.	43(1)(i) An Out of Hours employee left in charge of children for a full session is paid their ordinary rate plus 10% for that period. If left in charge for more than 3 days, they shall be paid at their ordinary rate plus 20% for the entire duration.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA, unless the in-charge period extends beyond 3 days.
7.8 c Educational Leaders Allowance	An employee appointed in writing as the Educational Leader to oversee the service's educational program according to the <i>Education and Care Services National Regulations 2012</i> and receives an allowance of \$4,412.84 (full-time), paid pro rata where applicable.	No provision.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
7.8 d. Service Management Allowance	An employee managing both the ELC and OSHC will receive a fortnightly allowance equal to 20% of their base salary. (Not transferable between schools).	No provision.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.

Table 3 - Comparison Relevant Allowances and Entitlements – Where Applicable

- ✘ Means the entitlement is not contained in the Current EBA or Award
- ✔ Means the entitlement is contained in the Current EBA or Award

WA Catholic School Support Staff Enterprise Agreement (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
7.8 b	OSHC In Charge Allowance	✔	✘	The Proposed Agreement is more beneficial than the Award and the Current EBA, unless the in-charge period extends beyond 3 days.
7.8 c	Educational Leaders Allowance	✘	✘	The Proposed Agreement is more beneficial than the Award and the Current EBA.
7.8 d.	Service Management Allowance	✘	✘	The Proposed Agreement is more beneficial than the Award and the Current EBA.
39	Ten-hour break	✘	✔	The Proposed Agreement is neutral towards the Award and more beneficial than the Current EBA, as it does not contain this provision.
43	Accreditation allowance	✔	✘	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
44	First Aid Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and less beneficial than the Award as the single First Aid Allowance may be split between employees.
45	Location Allowance / Remote Area Package	✔	✘	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA with regards to the Location Allowances, but more beneficial with regards to the Remote Area Package.
46	School Bus Allowance	✔	✘	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
47	Higher Duties Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
48	On-call and Recall Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
49	Meal Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.

WA Catholic School Support Staff Enterprise Agreement (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
53	Vehicle Allowance	✓	✓	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
59	Broken shift penalty	✗	✓	The Proposed Agreement is neutral with respect to the Award and more beneficial than the Current EBA, as it provides a penalty rate for working a broken shift, plus overtime where applicable.
60	Time off instead of overtime	✓	✓	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
61	Make-up time	✗	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
72	Deferred salary scheme	✓	✗	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
74	Infectious diseases leave	✓	✗	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
75	Leave without pay	✓	✗	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
82	Special leave	✓	✗	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
83	Discretionary leave	✗	✗	The Proposed Agreement is more beneficial than the Current EBA and the Award.
84	Study leave	✗	✗	The Proposed Agreement is more beneficial than the Current EBA and the Award.

Table 4 – Proposed Agreement v Award - Early Learning Centre

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Early Learning Centre			Award – Preschool/childcare services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 1 Educator Step 1	\$31.53	\$62,503	Grade 1 Level 1.3	\$26.76	\$53,062	18%	\$9,441
Level 1 Educator Step 2	\$31.79	\$63,013	Grade 1 Level 1.3	\$26.76	\$53,062	19%	\$9,951
Level 2 Qualified Cert III Educator Step 1	\$33.93	\$67,260	Grade 2 Level 2.1	\$26.96	\$53,453	26%	\$13,807
Level 2 Qualified Cert III Educator Step 2	\$34.64	\$68,668	Grade 2 Level 2.2	\$27.79	\$55,102	25%	\$13,566
Level 3 Qualified Diploma Educator (working towards) Step 1	\$36.35	\$72,042	Grade 3 Level 3.1	\$28.13	\$55,786	29%	\$16,256
Level 3 Qualified Diploma Educator (working towards) Step 2	\$36.74	\$72,819	Grade 3 Level 3.2	\$28.64	\$56,782	28%	\$16,037
Level 4 Qualified Diploma Level Educator/Room Leader/Lead Educator Step 1	\$37.93	\$75,173	Grade 3a Level 4.1	\$29.70	\$58,885	28%	\$16,288
Level 4 Qualified Diploma Level Educator/Room Leader/Lead Educator Step 2	\$38.02	\$75,367	Grade 3a Level 4.2	\$31.19	\$61,839	22%	\$13,528
Level 5 ELC Manager (up to 39 enrolments) Step 1	\$43.45	\$86,120	Grade 6 Level 7.2	\$39.66	\$78,635	10%	\$7,485
Level 5 ELC Manager (up to 39 enrolments) Step 2	\$43.76	\$86,727	Grade 6 Level 7.3	\$40.88	\$81,067	7%	\$5,660

Proposed Agreement Early Learning Centre			Award – Preschool/childcare services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 5 ELC Manager (up to 39 enrolments) Step 3	\$44.15	\$87,504	Grade 6 Level 7.3	\$40.88	\$81,067	8%	\$6,437
Level 5 ELC Manager (40-59 enrolments) Step 1	\$45.30	\$89,780.40	Grade 6 Level 7.3	\$40.88	\$81,067	11%	\$8,713
Level 5 ELC Manager (40-59 enrolments) Step 2	\$45.80	\$90,780.40	Grade 6 Level 7.3	\$40.88	\$81,067	12%	\$9,713
Level 5 ELC Manager (40-59 enrolments) Step 3	\$46.31	\$91,780.40	Grade 6 Level 7.3	\$40.88	\$81,067	13%	\$10,713
Level 5 ELC Manager (60 or more enrolments) Step 1	\$47.31	\$93,780.40	Grade 6 Level 8	\$44.52	\$88,283	6%	\$5,497
Level 5 ELC Manager (60 or more enrolments) Step 2	\$47.82	\$94,780.40	Grade 6 Level 8	\$44.52	\$88,283	7%	\$6,497
Level 5 ELC Manager (60 or more enrolments) Step 3	\$48.32	\$95,780.40	Grade 6 Level 8	\$44.52	\$88,283	9%	\$7,497

Table 5 – Proposed Agreement v Award - Outside School Hours Care

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Outside School Hours Care			Award – Preschool/childcare services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 1 Unqualified Step 1	\$31.50	\$59,040	Grade 1 Level 1.3	\$26.76	\$53,062	18%	\$5,978
Level 1 Unqualified Step 2	\$33.40	\$62,802	Grade 1 Level 1.3	\$26.76	\$53,062	25%	\$9,740
Level 1 Unqualified Step 3	\$34.52	\$65,035	Grade 1 Level 1.3	\$26.76	\$53,062	29%	\$11,973
Level 2 Qualified Step 1	\$35.03	\$67,341	Grade 2 Level 2.1	\$26.96	\$53,453	30%	\$13,888
Level 2 Qualified Step 2	\$35.69	\$69,598	Grade 2 Level 2.2	\$27.79	\$55,102	28%	\$14,496
Level 3 Nominated Supervisor Step 1	\$37.93	\$71,782	Grade 3a Level 4.1	\$29.70	\$58,885	28%	\$12,897
Level 3 Nominated Supervisor Step 2	\$38.02	\$71,977	Grade 3a Level 4.2	\$31.19	\$61,839	22%	\$10,138
Level 4 OSHC Service Manager (up to 39 enrolments) Step 1	\$43.45	\$82,729	Grade 6 Level 7.2	\$39.66	\$78,635	10%	\$4,094
Level 4 OSHC Service Manager (up to 39 enrolments) Step 2	\$43.76	\$83,336	Grade 6 Level 7.3	\$40.88	\$81,067	7%	\$2,269
Level 4 OSHC Service Manager (up to 39 enrolments) Step 3	\$44.15	\$84,113	Grade 6 Level 7.3	\$40.88	\$81,067	8%	\$3,046
Level 4 OSHC Service Manager (40-59 enrolments) Step 1	\$45.30	\$86,390	Grade 6 Level 7.3	\$40.88	\$81,067	11%	\$5,323

Proposed Agreement Outside School Hours Care			Award – Preschool/childcare services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 4 OSHC Service Manager (40-59 enrolments) Step 2	\$45.80	\$87,390	Grade 6 Level 7.3	\$40.88	\$81,067	12%	\$6,323
Level 4 OSHC Service Manager (40-59 enrolments) Step 3	\$46.31	\$88,390	Grade 6 Level 7.3	\$40.88	\$81,067	13%	\$7,323
Level 4 OSHC Service Manager (60 or more enrolments) Step 1	\$47.31	\$90,390	Grade 6 Level 8	\$44.52	\$88,283	6%	\$2,107
Level 4 OSHC Service Manager (60 or more enrolments) Step 2	\$47.82	\$91,390	Grade 6 Level 8	\$44.52	\$88,283	7%	\$3,107
Level 4 OSHC Service Manager (60 or more enrolments) Step 3	\$48.32	\$92,390	Grade 6 Level 8	\$44.52	\$88,283	9%	\$4,107