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24 June 2019

The Associate
Vice President Hatcher
Fair Work Commission
80 William Street
East Sydney NSW 2011

Dear Associate,

RE: C2013/6333 & AM2018/4576 - Applications by the Independent Education Union of Australia

United Voice seeks to make a submission to the Full Bench in the proceedings C2013/6333 and AM2018/4576. Other than make this submission, United Voice does not generally seek to intervene in the proceedings.

We ask Full Bench to accept the attached submission in the proceedings. Unless, the Full bench wants to hear from United Voice in relation to receiving this submission or believes we can in some further way assist the Commission, this matter can be dealt without a hearing subject to the views of current parties.

Regards,

Helen Gibbons
Assistant National Secretary
United Voice National Office

Submission in reply to IEU s.158 application

Matter No: AM2018/9

24 June 2019

Submission for United Voice

1. United Voice supports the application made by the AIEU and we note that generally the work of all early childhood teachers and educators is undervalued.
2. United Voice represents early childhood educators across Australia. United Voice has members who hold the qualifications of certificate III, diploma, or a bachelor's degree in teaching (ECT). United Voice also covers workers in early childhood education and care with no formal education qualifications. There is some variation in coverage across some states.
3. In the IEUA application to vary a modern award, made on 17 August 2018, arguments are set out as to how this application meets the work value reasons set out under the former s156(4) of the *Fair Work Act 2009* (now replicated in s157(2A)). For similar reasons, our position is that there has also been an increase in the value of the work performed by educators who hold a certificate III and Diploma qualifications (who are covered by the *Children's Services Award 2010*).
4. United Voice supports the position of the Independent Education Union of Australia that: *"The current Award wage rates are wholly inadequate in that they do not reflect the work value of teachers. The Award needs to be amended accordingly to meet the modern award objective and the minimum wages objective."*
5. The above statement applies equally to all early childhood educators.
6. At this stage United Voice is not pursuing a work value case for educators not covered by the IEUA application. This is not an indication that we believe that such a claim would not have good prospects of success.