

QCAN together with P&Cs Qld are aware that there has been some confusion and speculation regarding proposed amendments to the P&C award. We also understand that while consultation has occurred, not all P&C executives operating an OSHC have been reached in this process. We assure you that there is still ample time to consult as the hearing is yet to be scheduled and may not occur until 2020.

The majority of the proposed amendments seek to achieve parity with the Federal Children's Services Award (CSA). The CSA applies to the vast majority of OSHC providers throughout Australia (4,800+ services) and the P&C award which includes OSHC employees, is restricted to fewer than 140 P&Cs that operate an OSHC in Queensland. QCAN and P&Cs Qld became aware of discrepancies in these awards from their members who expressed great difficulties in attracting and retaining employees because of the significant differences in the CSA and the P&C Award which are disadvantageous to P&C OSHC and Vacation Care Stream employees and employers. Work to improve this award has been led by a group of P&Cs proactively seeking to resolve issues in employment and workplace relations for themselves and their OSHC employees.

The actions taken by United Voice in this matter have sought to align terms and conditions for OSHC and Vacation Care Stream employees of the P&C Award with those of the CSA. All interested parties have responded in support of actions taken to align these terms and conditions to date. QCAN and P&Cs Qld have listened to members and understand the need to improve terms and conditions so that P&Cs can actively compete as employers of choice within the OSHC sector.

There are however a couple of proposed changes that will separately impact larger OSHC services. These are:

- The introduction in Level 6, a range of 6.7-6.9 for Coordinators and Directors of services with a licensed capacity over 120 places. This is sought to address the growth of the sector, acknowledging that the definition of small service (up to 59 licensed places) and large service (over 60 places) is a historic definition that is inconsistent with what it means to be a large or small service by today's standard.
- The other proposed change applying to a limited number of services with over 180 licensed places is the introduction of an optional position at Level 7. This optional Level supports the appointment of a Service Manager to be responsible for the overall strategic, financial and operational management. A Service Manager at Level 7 would also demonstrate the characteristics of a Level 6 employee including qualifications and skills.

To further clarify and consult on this information, QCAN will be hosting a webinar for P&Cs that employ in the OSHC and Vacation Care streams.

Please join us for this **FREE** webinar presented by Kylie Brannelly (CEO, QCAN) and David Smithson (Principal Policy and HR Advisor and P&C President) to discuss:

- Proposed amendments to the P&C award
- Considerations with implementation and further consultation
- Obligations and responsibilities for P&C employers within the Industrial Relations Act

This session will run from 6.30pm to 7.00pm

For additional information please contact QCAN on 1300 781 749.

Please return your completed registration to admin@qcan.org.au

[illegible]