

23 November 2018

Associate to Vice President Hatcher
Fair Work Commission

Dear Associate,

Re. AM2018/9 - Application by IEU for to vary a modern award – additional evidence & outline of submissions

In accordance with the directions made on 30 August 2018, please find enclosed three copies of the IEU's additional evidence upon which the IEU intends to rely to support the work value application, on three separate USB drives, by way of filing. Please advise if the Commission would be assisted by the provision of hard copies.

Arrangements have been made to have the material served via Dropbox on the Respondents today, with identical USB drives to also be provided.

The USB contains statements of:

1. Early childhood teachers

- a. [Gabe Connell](#)
- b. [Margaret Gleeson](#)
- c. [Jenny Finlay](#)

2. Primary school teachers

- a. [Philip Margerison](#)
- b. [Luke Donnelly](#)
- c. [Aleisha Conellan](#)

3. Secondary school teachers

- a. [Simon Huntly](#)
- b. [Mark McKinnon](#)
- c. [Anthony Cooper](#)
- d. [Ruth Pendavignh](#)

4. Expert evidence

- a. [Frances Press](#)
- b. [Susan Irvine](#)
- c. [Tania Aspland](#)
- d. [Keith Heggart](#)
- e. [Christopher Watt](#)
- f. [Cathryn Hickey](#)

Due to unforeseen circumstances, the outline of submissions will be filed by no later than 5:00pm on Monday (26 November), as will two additional secondary school teacher statements and the note identifying which of the evidence in the ERO proceedings is relied on in this matter. We apologise for any inconvenience.

For the convenience of the Commission and other parties, attached to this correspondence at Annexure A is a full list of the IEU Bundles of documents that are referred to in the Statements, both in this matter and the equal remuneration order matter. Each reference has a hyperlink to the actual document, with full bundle page references.

Yours sincerely,



Dr. Michael Wright
Industrial Officer

Annexure A: Contents of All Bundles (including new documents in Bundle K)

| FWCRef | Document Name | Bundle / FWC Ref Hyperlinked to file | Page range In Bundle | |
|---------------|---|---|---------------------------------|------|
| 1 | Educational Services (Teachers) Award 2010 (MA000077) | IEU Bundle A [Doc.1] | 1 | 47 |
| 2 | Professional Employees Award 2010 (MA000065) | IEU Bundle A [Doc.2] | 48 | 86 |
| 3 | NSW and ACT Catholic Systemic Schools Enterprise Agreement 2015 | IEU Bundle A [Doc.3] | 87 | 363 |
| 4 | Crown Employees (Teachers and Schools and Related Employees) Salaries And Conditions Award 2017 (NSWIRC) | IEU Bundle A [Doc.4] | 364 | 432 |
| 5 | Victorian Government Schools Agreement 2017 | IEU Bundle A [Doc.5] | 433 | 502 |
| 6 | South Australian School and Preschool Education Staff Enterprise Agreement 2016 (SA IRC) | IEU Bundle A [Doc.6] | 503 | 606 |
| 7 | South Australian School and Preschool Education Staff Enterprise Agreement 2016 - Rates Of Pay | IEU Bundle A [Doc.7] | 607 | 618 |
| 8 | Victorian Early Childhood Teachers and Educators Agreement 2016 | IEU Bundle A [Doc.8] | 619 | 725 |
| 9 | Abbotsford Long Day Care Centre's Enterprise Agreement 2015 [AE420459] | IEU Bundle A [Doc.9] | 726 | 772 |
| 10 | Albury Preschool Employee Collective Agreement 2016-2019 [AE424035] | IEU Bundle A [Doc.10] | 773 | 823 |
| 11 | City of Yarra Enterprise Agreement 2013-2017 [AE406028] | IEU Bundle A [Doc.11] | 824 | 1121 |
| 12 | NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2015- 2017 [AE417236] - Part 1 | IEU Bundle A [Doc.12] | 1122 | 1183 |
| 12.5 | NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2015- 2017 [AE417236] - Part 2 | IEU Bundle A [Doc.12.5] | 1184 | 1258 |
| 13 | ACT Catholic Education Early Learning Centre and School Age Care Centre Enterprise Agreement 2016 [AE423669] | IEU Bundle A [Doc.13] | 1259 | 1430 |
| 14 | C&K Early Childhood Education Enterprise Agreement 2017 [AE424339] | IEU Bundle A [Doc.14] | 1431 | 1479 |
| 15 | Goodstart Early Learning Enterprise Agreement 2016 [AE418684] & Pay Scales | IEU Bundle A [Doc.15] | 1480 | 1541 |
| 16 | C & K Children's Services Enterprise Agreement 2016 [AE422927] | IEU Bundle A [Doc.16] | 1542 | 1616 |
| 17 | Department of Education and Training State School Teachers' Certified Agreement 2016 | IEU Bundle A [Doc.17] | 1617 | 1643 |
| 18 | School Education Act Employees' (Teachers and Administrators) General Agreement 2014 (2015 WAIRC 00317) | IEU Bundle A [Doc.18] | 1644 | 1716 |
| 19 | ACT Public Sector Education and Training Directorate (Teaching Staff) Enterprise Agreement 2014-2018 [AE415698] | IEU Bundle A [Doc.19] | 1717 | 1917 |
| 20 | Teaching Service (Tasmanian Public Sector) Award (S197) - Rates of Pay | IEU Bundle A [Doc.20] | 1918 | 1935 |
| 21 | Northern Territory Public Sector Teacher and Educator 2014 - 2017 Enterprise Agreement [AE412195] | IEU Bundle A [Doc.21] | 1936 | 2053 |

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| 22 | Mornington Peninsula Shire Council General Staff Enterprise Agreement 2017 [AE426362] | IEU Bundle A [Doc.22] | 2054 | 2136 |
| 23 | 2016 Early Childhood Education and Care National Workforce Census September 2017 | IEU Bundle B [Doc.23] | 1 | 59 |
| 24 | 2013 National Early Childhood Education and Care Workforce Census | IEU Bundle B [Doc.24] | 60 | 111 |
| 25 | Report on Government Services - 2017 - Volume B: Child care, Education and Training [RoGS 2017] | IEU Bundle B [Doc.25] | 112 | 1471 |
| 26 | Childcare and Early Childhood Learning - Inquiry Report Volume 1 | IEU Bundle B [Doc.26] | 1472 | 1731 |
| 27 | Childcare and Early Childhood Learning - Inquiry Report Volume 2 | IEU Bundle B [Doc.27] | 1732 | 2285 |
| 28 | 42400DO001_2016 Preschool Education, Australia, 2016 - Appendix 1 -Table A2 | IEU Bundle B [Doc.28] | 2286 | 2286 |
| 29 | Brain development in children | IEU Bundle B [Doc.29] | 2287 | 2288 |
| 30 | Transition: a positive start to school - Resource Kit | IEU Bundle B [Doc.30] | 2289 | 2417 |
| 31 | Neuroscience and Early Childhood Development | IEU Bundle B [Doc.31] | 2418 | 2467 |
| 32 | G8 Education Ltd Annual Report 2016 | IEU Bundle B [Doc.32] | 2468 | 2583 |
| 33 | Research Snapshot - Trends in the number of children starting school with additional health and developmental needs from 2009 to 2015 | IEU Bundle B [Doc.33] | 2584 | 2586 |
| 34 | Graph 7 - Distribution of Service Providers, by state, 2016 from 2016 Preschool Education, Australia, 2016 (ABS 4240.0) | IEU Bundle B [Doc.34] | 2587 | 2587 |
| 35 | Table 20.1 - Participation, Job Search and Mobility, Australia, February 2017 (ABS 6226.0) | IEU Bundle B [Doc.35] | 2588 | 2588 |
| 36 | Early Childhood (Pre-primary School) Teacher - Australian Capital Territory - Current labour market rating - March 2017 | IEU Bundle B [Doc.36] | 2589 | 2591 |
| 37 | Early Childhood (Pre-primary School) Teacher - Queensland - Current labour market rating - April 2017 | IEU Bundle B [Doc.37] | 2592 | 2594 |
| 38 | Early Childhood (Pre-primary School) Teacher - New South Wales - Current labour market rating - April 2017 | IEU Bundle B [Doc.38] | 2595 | 2597 |
| 39 | Where to From Here? Career Choices of Pre-service Teachers Undertaking a Dual Early Childhood / Primary Qualification | IEU Bundle B [Doc.39] | 2598 | 2608 |
| 40 | Childcare and Early Childhood Learning - Inquiry Report - Appendix B Current assistance measures | IEU Bundle B [Doc.40] | 2609 | 2628 |
| 41 | Childcare and Early Childhood Learning - Inquiry Report - Appendix F - The National Quality Framework | IEU Bundle B [Doc.41] | 2629 | 2648 |
| 42 | Early Childhood Development Workforce Research Report | IEU Bundle B [Doc.42] | 2649 | 3414 |
| 43 | Early Childhood Education Workforce issues in Australian and international contexts - Literature Review | IEU Bundle B [Doc.43] | 3415 | 3442 |
| 44 | Ministerial review of the Early Years Quality Fund - Final Report | IEU Bundle B [Doc.44] | 3443 | 3492 |
| 45 | From Neurons to Neighborhoods: The Science of Early Childhood Development | IEU Bundle B [Doc.45] | 3493 | 4102 |

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| 46 | OECD Thematic Review of Early Childhood Education and Care Policy - Australian Background Report | IEU Bundle B [Doc.46] | 4103 | 4194 |
| 47 | Melbourne Declaration on Educational Goals for Young Australians | IEU Bundle B [Doc.47] | 4195 | 4214 |
| 48 | Who wants to work in childcare? pre-service early childhood teacher's consideration of work in the child-care sector | IEU Bundle B [Doc.48] | 4215 | 4225 |
| 49 | Building a Sustainable Workforce in Early Childhood Education and Care: What Keeps Australian Early Childhood Teachers Working in Long Day Care? [MEd Thesis] | IEU Bundle B [Doc.49] | 4226 | 4470 |
| 50 | State of early learning in Australia 2017 | IEU Bundle B [Doc.50] | 4471 | 4510 |
| 51 | Schools, Skills, and Synapses | IEU Bundle B [Doc.51] | 4511 | 4546 |
| 52 | The Heckman Equation: Invest in early childhood development: Reduce deficits, strengthen the economy | IEU Bundle B [Doc.52] | 4547 | 4548 |
| 53 | ECA Code of Ethics - Early Childhood Australia | IEU Bundle B [Doc.53] | 4549 | 4550 |
| 54 | Age-appropriate pedagogies for the early years of schooling: Foundation paper | IEU Bundle B [Doc.54] | 4551 | 4590 |
| 55 | Engagement of students in Children's Services qualifications, NCVET Consultancy report | IEU Bundle B [Doc.55] | 4591 | 4640 |
| 56 | The Hobart Declaration on Schooling (1989) | IEU Bundle B [Doc.56] | 4641 | 4643 |
| 57 | Review of the 2011–2014 Early Childhood Education and Care Workforce Action Plan - Consultation Report | IEU Bundle B [Doc.57] | 4644 | 4655 |
| 58 | Early Childhood Education and Care - Workforce Action Plan 2016–2019 | IEU Bundle B [Doc.58] | 4656 | 4663 |
| 59 | Developing the child care workforce: Understanding 'fight' or flight' amongst workers | IEU Bundle B [Doc.59] | 4664 | 4712 |
| 60 | Putting a value on early childhood education and care in Australia | IEU Bundle B [Doc.60] | 4713 | 4754 |
| 61 | What about the kids? Policy directions for improving the experiences of infants and young children in a changing world | IEU Bundle B [Doc.61] | 4755 | 4830 |
| 62 | What is Child Care Benefit? Fact sheet 2 | IEU Bundle B [Doc.62] | 4831 | 4836 |
| 63 | What is the Child Care Rebate? Fact sheet 10 | IEU Bundle B [Doc.63] | 4837 | 4840 |
| 64 | Rethinking early childhood workforce sustainability in the context of Australia's early childhood education and care reforms | IEU Bundle B [Doc.64] | 4841 | 4856 |
| 65 | Investing in Effective Childcare and Education: Lessons from Research | IEU Bundle B [Doc.65] | 4857 | 4910 |
| 66 | The Effective Provision of Pre-school Education (EPPE) Project: Findings from the Pre-school Period | IEU Bundle B [Doc.66] | 4911 | 4918 |
| 67 | The Effective Provision of Pre-School Education [EPPE] Project - A Longitudinal Study funded by the DfEE (1997 – 2003) | IEU Bundle B [Doc.67] | 4919 | 4944 |
| 68 | Response to NSW Department of Education and Communities Great Teaching, Inspired Learning: Discussion paper | IEU Bundle B [Doc.68] | 4945 | 4960 |
| 69 | Investing in Children: What Do We Know? What Should We Do? | IEU Bundle B [Doc.69] | 4961 | 4984 |
| 70 | The Great Child Care Debate: The Long-Term Effects of Non-Parental Child Care | IEU Bundle B [Doc.70] | 4985 | 5062 |

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| 71 | The E4Kids study: Assessing the effectiveness of Australian early childhood education and care programs | IEU Bundle B [Doc.71] | 5063 | 5102 |
| 72 | Quality Early Education for All: Fostering, entrepreneurial, resilient and capable leaders | IEU Bundle B [Doc.72] | 5103 | 5176 |
| 73 | W(H)lther the Early Childhood Teacher: tensions for early childhood professional identity between the policy landscape and the politics of teacher regulation | IEU Bundle B [Doc.73] | 5177 | 5187 |
| 74 | Interpreting the evidence on life cycle skill formation. In E. Hanushek & F. Welch (Eds.), Handbook of the economics of education | IEU Bundle B [Doc.74] | 5188 | 5303 |
| 75 | "What are the benefits from early childhood education?", Education Indicators in Focus, No. 42 | IEU Bundle B [Doc.75] | 5304 | 5307 |
| 76 | Who wants to work in childcare? Pre-service early childhood teachers' consideration of work in the child care sector. | IEU Bundle B [Doc.76] | 5308 | 5317 |
| 77 | The economics of inequality. The value of early childhood education | IEU Bundle B [Doc.77] | 5318 | 5326 |
| 78 | Early bird catches the worm: The causal impact of preschool participation and teacher qualifications on year 3 national Naplan cognitive tests | IEU Bundle B [Doc.78] | 5327 | 5375 |
| 79 | Australian Early Development Census National Report 2015 | IEU Bundle B [Doc.79] | 5376 | 5423 |
| 80 | Education and Care Services National Law [Children (Education and Care Services) National Law (NSW) No 104a] | IEU Bundle C [Doc.80] | 1 | 161 |
| 81 | Education and Care Services National Regulations [NSW] | IEU Bundle C [Doc.81] | 162 | 353 |
| 82 | Guide to the National Quality Framework | IEU Bundle C [Doc.82] | 354 | 985 |
| 83 | Guide to the National Quality Standard | IEU Bundle C [Doc.83] | 986 | 1186 |
| 84 | Belonging, Being & Becoming - The Early Years Learning Framework For Australia | IEU Bundle C [Doc.84] | 1187 | 1233 |
| 85 | Educators Belonging, Being & Becoming - Educators' Guide To The Early Years Learning Framework For Australia | IEU Bundle C [Doc.85] | 1234 | 1383 |
| 86 | Submission to the Productivity Commission Inquiry into Child Care and Early Childhood Learning | IEU Bundle C [Doc.86] | 1384 | 1406 |
| 87 | Victorian Early Years Learning and Development Framework | IEU Bundle C [Doc.87] | 1407 | 1450 |
| 88 | A Research Paper to inform the development of An Early Years Learning Framework for Australia | IEU Bundle C [Doc.88] | 1451 | 1480 |
| 89 | Qualification Assessment Information for Organisation Applicants | IEU Bundle C [Doc.89] | 1481 | 1489 |
| 90 | Guide to the Education and Care Services National Law and the Education and Care Services National Regulations 2011 | IEU Bundle C [Doc.90] | 1490 | 1671 |
| 91 | Foundations for learning: Relationships between the EYLF and Australian Curriculum. | IEU Bundle C [Doc.91] | 1672 | 1707 |
| 92 | ILO Policy Guidelines on the promotion of decent work for early childhood education personnel | IEU Bundle D [Doc.92] | 1 | 56 |

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| 93 | Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006 (ABS Catalogue No. 1292.0) | IEU Bundle D [Doc.93] | 57 | 569 |
| 94 | Workplace Agreements Database webpage | IEU Bundle D [Doc.94] | 570 | 571 |
| 95 | Introduction to the Workplace Agreements Database Dataset | IEU Bundle D [Doc.95] | 572 | 641 |
| 96 | Data Report No 1 - Early Childhood Providers with Included Services and Agreement Coverage | IEU Bundle D [Doc.96] | 642 | 800 |
| 97 | Data Report No 2 - Early Childhood Providers with Included Services and Agreements coded with hourly rates of pay | IEU Bundle D [Doc.97] | 801 | 859 |
| 98 | Extract of early childhood teacher jobs from Randstad Australia website (8/11/17) | IEU Bundle D [Doc.98] | 860 | 941 |
| 99 | Analysis of Randstad Data by IEU (November 2017) | IEU Bundle D [Doc.99] | 942 | 948 |
| 99.5 | Submission on the Productivity Commission's Draft Report on the Childcare and Early Childhood Learning Sector. | IEU Bundle D [Doc.99.5] | 949 | 959 |
| 100 | 4221.0 Schools, Australia, 2016 - Table 90a Key Information by States and Territories, 2011-2016 | IEU Bundle E [Doc.100] | 1 | 1 |
| 101 | Development of a set of principles to guide a P-12 syllabus framework | IEU Bundle E [Doc.101] | 2 | 208 |
| 102 | Professional Engineers Employment and Remuneration Report 2017 | IEU Bundle F [Doc.102] | 1 | 68 |
| 103 | Survey of Employee Earnings and Hours (ABS 6306.0) May 2016 - Customised Data provided to the IEUA | IEU Bundle F [Doc.103] | 69 | 69 |
| 104 | Australian Professional Standards for Teachers - Teacher Accreditation | IEU Bundle G [Doc.104] | 1 | 28 |
| 105 | Proficient Teacher Evidence Guide - Early Childhood Teachers | IEU Bundle G [Doc.105] | 29 | 85 |
| 106 | Guidelines for the accreditation of initial teacher education programs in Australia | IEU Bundle G [Doc.106] | 86 | 198 |
| 107 | Australian Professional Standards for Teachers - February 2011 | IEU Bundle G [Doc.107] | 199 | 226 |
| 108 | Education and Training Reform Act 2006 (Victoria) | IEU Bundle G [Doc.108] | 227 | 981 |
| 109 | Teacher Accreditation Act 2004 (NSW) | IEU Bundle G [Doc.109] | 982 | 1015 |
| 110 | Teacher Accreditation Amendment Bill 2014 - Second Reading - NSW Legislative Assembly | IEU Bundle G [Doc.110] | 1016 | 1019 |
| 111 | Institute of Teachers Act 2004 No 65 (NSW) | IEU Bundle G [Doc.111] | 1020 | 1068 |
| 112 | Accreditation of initial teacher education programs in Australia - Standards and Procedures | IEU Bundle G [Doc.112] | 1069 | 1106 |
| 113 | Accreditation of Early Childhood Teachers Policy | IEU Bundle G [Doc.113] | 1107 | 1119 |
| 114 | Australian Curriculum, Assessment and Reporting Authority Act 2008 | IEU Bundle G [Doc.114] | 1120 | 1155 |
| 115 | Policy for Accreditation at Proficient Teacher | IEU Bundle G [Doc.115] | 1156 | 1167 |
| 116 | Continuing Professional Development Policy and Framework | IEU Bundle G [Doc.116] | 1168 | 1171 |
| 117 | NSW Supplementary Documentation: Elaborations in Priority Areas | IEU Bundle G [Doc.117] | 1172 | 1187 |
| 118 | Great Teaching, Inspired Learning - A blueprint for action | IEU Bundle G [Doc.118] | 1188 | 1207 |

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| 119 | Initial Teacher Education (NESA Website) | IEU Bundle G [Doc.119] | 1208 | 1209 |
| 120 | A National Framework for Professional Standards for Teaching | IEU Bundle G [Doc.120] | 1210 | 1232 |
| 121 | Maintenance of Teacher Accreditation Policy | IEU Bundle G [Doc.121] | 1233 | 1249 |
| 122 | Amanda (Sri) Hilaire CV | IEU Bundle H [Doc.122] | 1 | 4 |
| 123 | G8 Education Early Childhood Teacher Position Description | IEU Bundle H [Doc.123] | 5 | 6 |
| 124 | G8 Education Educational Leader Position Description | IEU Bundle H [Doc.124] | 7 | 7 |
| 125 | G8 Education Lead Educator Position Description | IEU Bundle H [Doc.125] | 8 | 9 |
| 126 | Emma Cullen CV | IEU Bundle H [Doc.126] | 10 | 13 |
| 127 | Abbotsford Long Day Care Centre - Director Position Description | IEU Bundle H [Doc.127] | 14 | 19 |
| 128 | Abbotsford Long Day Care Centre - Teacher Position Description | IEU Bundle H [Doc.128] | 20 | 26 |
| 129 | Gabrielle Connell CV | IEU Bundle H [Doc.129] | 27 | 31 |
| 130 | Albury District Preschools - Position Description | IEU Bundle H [Doc.130] | 32 | 39 |
| 131 | Lauren Hill CV | IEU Bundle H [Doc.131] | 40 | 41 |
| 132 | Preschool Teacher, CELC Role Description - Catholic Education - Diocese of Parramatta | IEU Bundle H [Doc.132] | 42 | 45 |
| 133 | Lily Ames CV | IEU Bundle H [Doc.133] | 46 | 49 |
| 134 | City of Yarra - Kindergarten Teacher Position Description | IEU Bundle H [Doc.134] | 50 | 55 |
| 135 | Emma Cullen - Extract from Honours Thesis | IEU Bundle H [Doc.135] | 56 | 56 |
| 136 | Expert Evidence Practice Notes (GPN-EXPT) | IEU Bundle I [Doc.136] | 1 | 12 |
| 137 | Undervaluing women's work | IEU Bundle I [Doc.137] | 13 | 211 |
| 138 | Child Care Industry Award – State 2003 [2006] QIRComm 72 | IEU Bundle I [Doc.138] | 212 | 258 |
| 139 | LHMU v Children's Services Employers Association [2006] QIRComm 50 | IEU Bundle I [Doc.139] | 259 | 261 |
| 140 | Guide To The National Quality Framework (February 2018) | IEU Bundle J [Doc.140] | 1 | 636 |
| 141 | mychild website - Early Years Learning Framework | IEU Bundle J [Doc.141] | 637 | 638 |
| 142 | National Partnership on Universal Access to Early Childhood Education - 2018 | IEU Bundle J [Doc.142] | 639 | 696 |
| 143 | Child Care Provider Handbook | IEU Bundle J [Doc.143] | 697 | 806 |
| 144 | Lifting Our Game - Review to Achieve Educational Excellence in Australian Schools through Early Childhood Interventions | IEU Bundle J [Doc.144] | 807 | 918 |
| 145 | Open Letter to Australian Prime Minister - Time for action - calling for universal early learning for every Australian child re Lifting our Game Report | IEU Bundle J [Doc.145] | 919 | 922 |
| 146 | Australian Qualifications Framework (2nd ed) | IEU Bundle J [Doc.146] | 923 | 1034 |
| 147 | Quality and Impact of Centre-based Early Childhood Education and Care | IEU Bundle J [Doc.147] | 1035 | 1069 |
| 148 | Through Growth to Achievement - Report of the Review to Achieve Educational Excellence in Australian Schools | IEU Bundle J [Doc.148] | 1070 | 1227 |
| 149 | National Review of Teacher Registration - Consultation Paper | IEU Bundle J [Doc.149] | 1228 | 1250 |

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| 150 | NSW Supplementary Documentation: Professional Experience in Initial Teacher Education | IEU Bundle J [Doc.150] | 1251 | 1260 |
| 151 | Preschool Education, Australia, 2017 (ABS: 42400DO001_2017) | IEU Bundle J [Doc.151] | 1261 | 1261 |
| 152 | Revised National Quality Framework Information Sheet | IEU Bundle J [Doc.152] | 1262 | 1265 |
| 153 | NQF Information Sheet - Nominated Supervisors | IEU Bundle J [Doc.153] | 1266 | 1267 |
| 154 | NQF Information Sheet - Responsible Person Requirements for Approved Providers | IEU Bundle J [Doc.154] | 1268 | 1270 |
| 155 | New child care package | IEU Bundle J [Doc.155] | 1271 | 1274 |
| 156 | Preschool exemption to the Child Care Subsidy activity test | IEU Bundle J [Doc.156] | 1275 | 1276 |
| 157 | New Child Care Package Website – Frequently asked questions: preschool | IEU Bundle J [Doc.157] | 1277 | 1280 |
| 158 | Goodstart website: New subsidy makes kindergarten and preschool programs more affordable | IEU Bundle J [Doc.158] | 1281 | 1284 |
| 159 | Aus Budget Website: Child Care Reform - How does it affect Australian families? | IEU Bundle J [Doc.159] | 1285 | 1293 |
| 160 | Senator Birmingham Minister for Education and Training - Transcript of interview - 22/06/18 | IEU Bundle J [Doc.160] | 1294 | 1296 |
| 161 | New Child Care Package Website – Frequently asked questions: Hourly rate cap | IEU Bundle J [Doc.161] | 1297 | 1300 |
| 162 | Website: FactCheck: what are the facts on rising child care prices? (The Conversation January 2018) | IEU Bundle J [Doc.162] | 1301 | 1305 |
| 163 | Queensland Kindergarten Funding Scheme: Funding Requirements (Revised January 2018) | IEU Bundle J [Doc.163] | 1306 | 1355 |
| 164 | Addendum to the Queensland Kindergarten Funding Scheme: Funding Requirements (July 2018) | IEU Bundle J [Doc.164] | 1356 | 1361 |
| 165 | Qld Class Size Target Achievement and Average Class Size | IEU Bundle J [Doc.165] | 1362 | 1368 |
| 166 | Continua of learning and development - Queensland kindergarten learning guideline companion | IEU Bundle J [Doc.166] | 1369 | 1411 |
| 167 | Subsidies available under the Queensland Kindergarten Funding Scheme | IEU Bundle J [Doc.167] | 1412 | 1414 |
| 168 | Victorian Schools Summary Statistics | IEU Bundle J [Doc.168] | 1415 | 1415 |
| 169 | Website: Victoria - Kindergarten Funding Rates | IEU Bundle J [Doc.169] | 1416 | 1420 |
| 170 | Kindergarten Funding Guide (Victoria) | IEU Bundle J [Doc.170] | 1421 | 1507 |
| 171 | Class sizes in NSW government primary schools, 2017 - CESE Bulletin Issue 20 | IEU Bundle J [Doc.171] | 1508 | 1517 |
| 172 | NSW Department of Education - Average Class Size | IEU Bundle J [Doc.172] | 1518 | 1518 |
| 173 | Website: Start Strong - Operating an early childhood education service | IEU Bundle J [Doc.173] | 1519 | 1528 |
| 174 | Sample Integrated Teaching And Learning Outline - Kindergarten Curriculum Guidelines | IEU Bundle J [Doc.174] | 1529 | 1542 |
| 175 | Website: Kindergarten Curriculum Guidelines | IEU Bundle J [Doc.175] | 1543 | 1544 |
| 176 | Kindergarten Curriculum Guidelines | IEU Bundle J [Doc.176] | 1545 | 1567 |
| 177 | Website: MercyCare - Our Programs | IEU Bundle J [Doc.177] | 1568 | 1570 |
| 178 | Correspondence from FWO to IEU | IEU Bundle J [Doc.178] | 1571 | 1572 |

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| 179 | Website: ACARA - Student teacher ratios | IEU Bundle J [Doc.179] | 1573 | 1574 |
| 180 | Early Education and Child Care in Summary - September quarter 2017 | IEU Bundle J [Doc.180] | 1575 | 1593 |
| 181 | Guide to Developing a Quality Improvement Plan | IEU Bundle J [Doc.181] | 1594 | 1611 |
| 182 | Educational Services (Teachers) Award 2010 (as at 20 July 2018) | IEU Bundle J [Doc.182] | 1612 | 1658 |
| 183 | Early Education Employees Agreement 2016 [AE418644] | IEU Bundle J [Doc.183] | 1659 | 1757 |
| 184 | Website: Natural Elements Early Learning Centre - Philosophy & Programming | IEU Bundle J [Doc.184] | 1758 | 1759 |
| 185 | Extracts from Goodstart website: How do children learn through play? | IEU Bundle J [Doc.185] | 1760 | 1768 |
| 186 | Website: Little Scholars - Yatala | IEU Bundle J [Doc.186] | 1769 | 1774 |
| 187 | Text Extract from: Website: Little Scholars - Yatala https://mylittlescholars.com.au/little-scholars-yatala/ | IEU Bundle J [Doc.187] | 1775 | 1779 |
| 188 | Website: Little Scholars - Preschool & ELC Ashmore | IEU Bundle J [Doc.188] | 1780 | 1784 |
| 189 | Text Extract from Website: Little Scholars - Preschool & ELC Ashmore https://mylittlescholars.com.au/little-scholars-ashmore/ | IEU Bundle J [Doc.189] | 1785 | 1788 |
| 190 | Website: Little Scholars - Stapylton | IEU Bundle J [Doc.190] | 1789 | 1796 |
| 191 | Text Extract from Website: Little Scholars - Stapylton https://mylittlescholars.com.au/stapylton/ | IEU Bundle J [Doc.191] | 1797 | 1799 |
| 192 | Keiraville Community Preschool Collective Agreement 2017 (Awaiting Approval) | IEU Bundle J [Doc.192] | 1800 | 1846 |
| 193 | Competence Requirements in Early Childhood Education and Care - Final Report | IEU Bundle J [Doc.193] | 1847 | 1910 |
| 194 | Age-appropriate pedagogies for the early years of schooling: Foundation paper | IEU Bundle J [Doc.194] | 1911 | 1950 |
| 195 | Play-based learning can set your child up for success at school and beyond (The Conversation 22 February 2018) | IEU Bundle J [Doc.195] | 1951 | 1955 |
| 196 | Website: Little Scholars - Nerang | IEU Bundle J [Doc.196] | 1956 | 1963 |
| 197 | Text Extract from: Website: Little Scholars - Nerang https://mylittlescholars.com.au/little-scholars-nerang/ | IEU Bundle J [Doc.197] | 1964 | 1966 |
| 198 | NSW Syllabus - English K-10 Syllabus | IEU Bundle J [Doc.198] | 1967 | 2193 |
| 199 | NSW Syllabus - History K-10 Syllabus | IEU Bundle J [Doc.199] | 2194 | 2335 |
| 200 | Creative Arts K-6 Syllabus | IEU Bundle J [Doc.200] | 2336 | 2441 |
| 201 | Personal Development, Health and Physical Education K-6 - Syllabus | IEU Bundle J [Doc.201] | 2442 | 2501 |
| 202 | Discourses of the Early Years Learning Framework: constructing the early childhood professional | IEU Bundle J [Doc.202] | 2502 | 2516 |
| 203 | National Partnership Agreement on Early Childhood Education | IEU Bundle J [Doc.203] | 2517 | 2537 |
| 204 | Transition to Full Registration - an Evidence Guide for Early Childhood Teachers | IEU Bundle J [Doc.204] | 2538 | 2577 |
| 205 | Queensland kindergarten learning guideline | IEU Bundle J [Doc.205] | 2578 | 2665 |
| 206 | Queensland, Parliamentary Debates, Legislative Chamber, 16 November 2011 | IEU Bundle J [Doc.206] | 2666 | 2752 |

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