

Comparative classifications of Queensland NAPSA, State Award (Division 2B State Award) & Modern Award

These comparative classifications represent a guide only – this reference should only be used to assist CQ members in determining which classification definitions need to be reviewed more closely to determine where employees will fit within the modern award.

Reliance on the following classification comparison as an accurate guide assumes that employees were correctly classified under previous instruments.

To be completely certain of the new classification levels and how they apply to each employee every employer should refer to the detailed classification definitions in Schedule B of the *Children's Services Award 2010* to ascertain the new classification of each employee with regard to the duties they are required to perform and their qualifications.

N.B.

- Employers that are NOT constitutional/trading corporations (e.g. Sole Traders, Partnerships, etc) and who were NOT previously subject to the NAPSA will remain covered by the *Children's Services Award – State 2006 (Division 2B State Award)* until 31 December 2010 – it is only from 1 January 2011 that these employers will become subject to the Modern Award.
- Employees must not be engaged in classifications that the Child Care Act and Regulations would not allow them to be engaged in – i.e. the restrictions of the prevailing legislation must be considered against the award classifications; the award definitions of each classification will not be the only determinant of whether an employee can be engaged at a particular level.
- It is important to remember when reading the classification descriptions in the Modern Award that some levels may only be relevant to other States in Australia due to different regulations; it is not a Queensland-specific award.
- Employees engaged as 'Teachers' who are employed to deliver an educational program will be covered by the *Educational Services (Teachers) Award 2010* which is not encompassed within this classification comparison.

Comparative Classifications:

NAPSA	MODERN AWARD	DIVISION 2B STATE AWARD
Child Care Industry Award – State 2003 (NAPSA)	Children’s Services Award 2010	Children’s Services Award – State 2006 (Division 2B State Award)
CHILD CARE WORKERS – OTHER THAN OUTSIDE SCHOOL HOURS CARE		
<p><i>Assistant Child Care Worker – Unqualified</i> (Assist in the implementation of the early childhood program under supervision)</p>	<p><i>Children’s Services Employee – Level 1</i> (Less than 12 months experience in industry & no qualifications)</p> <p><i>Children’s Services Employee – Level 2</i> (Approximately 12 months service in the industry – less is acceptable – and/or may possess a Cert II qualification*) *In Queensland there is no relevant Cert II qualification but it would be equivalent of an employee having completed approximately half the study towards the Cert III.</p>	<p><i>Assistant Children’s Services Worker – Unqualified</i> (Assist in the implementation of the early childhood program under supervision)</p>
	<p><i>Children’s Services Employee – Level 3A</i> (This classification will not be applicable in Queensland)</p>	
<p><i>Assistant Child Care Worker – Min. 1 Year Qualified</i> (Performs work as per Unqualified employee, requires less supervision and holds a Cert III qualification or higher)</p>	<p><i>Children’s Services Employee – Level 3</i> (Employee has completed a Cert III qualification or possesses sufficient knowledge to perform duties at this level – Assists in the preparation, implementation and evaluation of developmentally appropriate programs for individual children or groups)</p> <p>N.B. – Employees at this level who possess a Cert III will only progress to a <u>level 3.3 maximum</u>. Employees engaged at this level who hold a Diploma (AQF level 5) and demonstrate skills above those required of an employee with a Cert III must be paid no less than level 3.4</p>	<p><i>Children’s Services Worker – 1 Year Qualified</i> (Performs work as per Unqualified employee, requires less supervision and holds a Cert III qualification or higher)</p>

<p><i>Group Leader – Unqualified</i> (This is a classification which the Regulations made irrelevant many years ago – there is no equivalent classification in the Modern Award or Division 2B State Award because the classification has been unusable for years).</p>		
<p><i>Group Leader – 1 year Qualified</i> (Employee is responsible for the co-ordination of the activities of a group of children & general supervision of workers in the Centre – Employee has completed the Cert III and is enrolled and studying towards the Diploma).</p> <p>Important: Employees must not be engaged at this level if their engagement would be in breach of the Regulations.</p>	<p><i>Children’s Services Employee – Level 4A</i> (This is an employee who has not obtained the qualifications required for a Level 4 employee who performs the same duties as a Level 4 employee.)</p> <p>Important: Employees must not be engaged at this level if their engagement would be in breach of the Regulations.</p>	<p><i>Group Leader – First Year Qualified</i> (Employee is responsible for the co-ordination of the activities of a group of children & general supervision of workers in the Centre – Employee has completed the Cert III and is enrolled and studying towards the Diploma).</p> <p>Important: Employees must not be engaged at this level if their engagement would be in breach of the Regulations.</p>
<p><i>Group Leader – 2 year Qualified</i> <i>Group Leader – Min. 3 year Qualified</i> (Employee has successfully completed a Diploma, Advanced Diploma or Bachelors Degree qualification – performs work as per 1 year qualified employee and works as the person in charge of a group of children in the age range from birth to 12 years, takes responsibility in consultation with the Director for the preparation, implementation and evaluation of a developmental program for individuals and groups of children in care, etc).</p>	<p><i>Children’s Services Employee – Level 4</i> (Employee possesses at least a Diploma level qualification – Responsible, in consultation with the Assistant Director/Director for the preparation, implementation and evaluation of a developmentally appropriate program for individual children or groups, Develop, implement and evaluate daily care routines, etc).</p>	<p><i>Group Leader – Second Year Qualified</i> <i>Group Leader – Min. 3 year Qualified</i> (Employee has successfully completed a Diploma, Advanced Diploma or Bachelors Degree qualification – performs work as per 1 year qualified employee and works as the person in charge of a group of children in the age range from birth to 12 years, takes responsibility in consultation with the Director for the preparation, implementation and evaluation of a developmental program for individuals and groups of children in care, etc).</p>
	<p><i>Children’s Services Employee – Level 5A</i> (This classification will not apply in Queensland due to regulatory restrictions preventing employment of unqualified employees at this level).</p>	

<p><i>Assistant Director – 2 year Qualified</i> <i>Assistant Director – Min. 3 year Qualified</i> (Employee has completed at least a Diploma level qualification or higher and contributes to managing the overall operation of the centre under direction of the Director).</p>	<p><i>Children’s Services Employee – Level 5</i> (Employee possesses a Diploma level qualification (AQF 5) and performs work as an Assistant Director).</p> <p>N.B. An Assistant Director who holds an Advanced Diploma (AQF 6) or Bachelors Degree <u>must be paid level 5.4 minimum.</u></p>	<p><i>Assistant Director – 2 year Qualified</i> <i>Assistant Director – 3 year Qualified</i> (Employee has completed at least a Diploma level qualification or higher and contributes to managing the overall operation of the centre under direction of the Director).</p>
<p><i>Director – Unqualified</i> <i>Director – 1 year Qualified</i> (These classifications became irrelevant many years ago as a result of the Regulations – there is no equivalent classification in the Division 2B State Award because the classifications have been unusable for years).</p>	<p><i>Children’s Services Employee – Level 6A</i> (This classification will not apply in Queensland due to regulatory restrictions preventing employment of unqualified employees at this level).</p>	
<p><i>Director – 2 year Qualified</i> <i>Director – Min. 3 year Qualified</i> (Employee co-ordinates and manages the overall operation of a centre and holds a Diploma level qualification as a minimum.)</p>	<p><i>Children’s Services Employee – Level 6</i> (Employee possesses a minimum Diploma level qualification (AQF 5) and performs work of the Director).</p> <p>Director – Level 1 (licensed up to 39 children): Paid at levels 6.1 – 6.3</p> <p>Director – Level 2 (licensed for 40 - 59 children): Paid at levels 6.4 – 6.6</p> <p>Director – Level 3 (licensed for 60 or more children): Paid at levels 6.7 – 6.9</p>	<p><i>Director – 2 year Qualified</i> <i>Director – 3 year Qualified</i> (Employee co-ordinates and manages the overall operation of a centre and holds a Diploma level qualification as a minimum.)</p>

NAPSA	MODERN AWARD	DIVISION 2B STATE AWARD
Child Care Industry Award – State 2003 (NAPSA)	Children’s Services Award 2010	Children’s Services Award – State 2006 (Division 2B State Award)
CHILD CARE WORKERS – OUTSIDE SCHOOL HOURS CARE		
<p><i>Assistant Child Care Worker – Unqualified</i> (Assist in the implementation of the early childhood program under supervision)</p>	<p><i>Children’s Services Employee – Level 1</i> (Less than 12 months experience in industry & no qualifications)</p> <p><i>Children’s Services Employee – Level 2</i> (Approximately 12 months service in the industry – less is acceptable – and/or may possess a Cert II qualification*) *In Queensland there is no relevant Cert II qualification but it would be equivalent of approximately half the study towards the Cert III.</p>	<p><i>Assistant Children’s Services Worker – Unqualified</i> (Assist in the implementation of the early childhood program under supervision)</p>
<p><i>Assistant Child Care Worker – Min. 1 Year Qualified</i> (Performs work as per Unqualified employee, requires less supervision and holds a Cert III qualification or higher)</p>	<p><i>Children’s Services Employee – Level 3</i> (Employee has completed a Cert III qualification or possesses sufficient knowledge to perform duties at this level – Assists in the preparation, implementation and evaluation of developmentally appropriate programs for individual children or groups)</p> <p>N.B. – Employees at this level who possess a Cert III will only progress to a <u>level 3.3 maximum</u>. Employees engaged at this level who hold a Diploma (AQF level 5) and demonstrate skills above those required of an employee with a Cert III must be paid no less than level 3.4</p>	<p><i>Children’s Services Worker – 1 Year Qualified</i> (Performs work as per Unqualified employee, requires less supervision and holds a Cert III qualification or higher)</p>
<p><i>Assistant Co-ordinator – Qualified (Large Service)</i> (Employee has completed at least a Diploma level qualification or higher and contributes to managing the overall operation of the service under direction of the Co-ordinator).</p>	<p><i>Children’s Services Employee – Level 5</i> (Employee possesses a Diploma level qualification (AQF 5) and performs work as an Assistant Co-ordinator). N.B. An employee who holds an Advanced Diploma (AQF 6) or Bachelors Degree must be paid level 5.4 minimum.</p>	<p><i>Assistant Co-ordinator – Qualified (Large Service)</i> (Employee has completed at least a Diploma level qualification or higher and contributes to managing the overall operation of the service under direction of the Co-ordinator).</p>

<p><i>Co-ordinator – Unqualified</i> (The Award defines this classification as an employee “with no formal qualifications” – the Regulations would not allow a completely unqualified employee to be appointed to this level thereby making the classification redundant).</p>	<p><i>Children’s Services Employee – Level 6A</i> (It is unlikely this classification will have any application in Queensland due to Regulatory restrictions on the employment of unqualified employees at this level).</p>	<p><i>Co-ordinator – Unqualified</i> (The Award defines this classification as an employee “with no formal qualifications” – the Regulations would not allow a completely unqualified employee to be appointed to this level thereby making the classification redundant).</p>
<p><i>Co-ordinator – Qualified (Small Service)</i> <i>Co-ordinator – Qualified (Large Service)</i> (Employee co-ordinates and manages the overall operation of a service and holds a minimum Diploma level qualification.)</p>	<p><i>Children’s Services Employee – Level 6</i> (Employee possesses a minimum Diploma level qualification (AQF 5) and performs work of a Qualified Co-ordinator of an OSHC service).</p> <p>Co-ordinator of a service licensed for up to 59 children – Paid at levels 6.1 – 6.3</p> <p>Co-ordinator of a service licensed for 60 or more children – Paid at levels 6.4 – 6.6</p>	<p><i>Co-ordinator – Qualified (Small Service)</i> <i>Co-ordinator – Qualified (Large Service)</i> (Employee co-ordinates and manages the overall operation of a service and holds a minimum Diploma level qualification.)</p>

NAPSA	MODERN AWARD	DIVISION 2B STATE AWARD
Child Care Industry Award – State 2003 (NAPSA)	Children’s Services Award 2010	Children’s Services Award – State 2006 (Division 2B State Award)
SUPPORT SERVICES CLASSIFICATIONS		
<p><i>Assistant Child Care Worker – Unqualified</i> (Employee has no formal qualifications and performs general duties associated with the operation of the Centre, including but not limited to all aspects of food preparation, service and cleaning/maintenance of all areas of the Centre (internal and external)).</p>	<p><i>Support Worker – Level 1</i> (Employees at this level have less than 12 months service in the industry)</p> <p><i>Support Worker – Level 2</i> (Employees at this level have more than 12 months service in the industry)</p> <p><u>Support Workers may perform the following duties (list is not exhaustive):</u> Assisting a qualified cook and/or basic food preparation and/or duties of a kitchen hand; Laundry work; Cleaning; Gardening; Driving; Maintenance (non-trade); Administrative duties.</p>	<p><i>Assistant Children’s Services Worker – Unqualified</i> (Employee has no formal qualifications and performs general duties associated with the operation of the Centre, including but not limited to all aspects of food preparation, service and cleaning/maintenance of all areas of the Centre (internal and external)).</p>
<p><i>Assistant Child Care Worker – Min. 1 Year Qualified</i> (Employee performs roles as above for Unqualified employee but holds a relevant qualification – Cert III or above)</p>	<p><i>Support Worker – Level 3</i> (Employee performs role as per above and holds a relevant Cert III qualification)</p>	<p><i>Assistant Children’s Services Worker – 1 Year Qualified</i> (Employee performs roles as above for Unqualified employee but holds a relevant qualification – Cert III or above)</p>