

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Application No. AG 70 OF 2025

APPLICATION FOR A NEW AGREEMENT TITLED “SHIRE OF MUNDARING MIDVALE EARLY CHILDHOOD AND PARENTING CENTRE INDUSTRIAL AGREEMENT 2025”

NOTICE is given that an application has been made to the Commission by the *Shire Of Mundaring And Another* under the *Industrial Relations Act 1979* for the registration of the above Agreement.

As far as relevant, those parts of the proposed Agreement which relate to area of operation and scope are published hereunder.

1. TITLE

- 1.1 This agreement is called the Shire of Mundaring Midvale Early Childhood and Parenting Centre Industrial Agreement 2025 (**Agreement**).
- 1.2 This Agreement is made, and is to be registered, in substitution of all new State instruments including the new State instrument that has the same terms as the Local Government Industry Award 2020 (**LGIA-NSI**), but only in so far as it relates to the Employees as defined in this Agreement.
- 1.3 For clarity, employees of the Employer covered by the LGIA-NSI prior to registration of this Agreement that are not Employees as defined in this Agreement will continue to be covered by the LGIA-NSI.

2. PARTIES AND SCOPE OF THE AGREEMENT

- 2.1 The parties to this Agreement are:
 - (a) the Shire of Mundaring (the **Employer**), 7000 Great Eastern Hwy, Mundaring WA 6073; and
 - (b) the United Workers Union (WA) (the **Union**), Level 2, 54 Cheriton Street, Perth, WA 6000.
- 2.2 The Agreement extends to and binds early childhood educators and teachers providing childhood education services at the Employer's Midvale Early Childhood and Parenting Centre, who are covered by the classifications contained in this Agreement (the **Employees**). The Agreement does not apply to any other employee of the Employer, including:
 - (a) the Chief Executive Officer;
 - (b) members of the executive leadership team or Managers, including those based as the Midvale Early Childhood and Parenting Centre;
 - (c) any employee covered by the Shire of Mundaring Administrative Employees Enterprise Agreement 2023 or the Shire of Mundaring Municipal Employees Enterprise Agreement 2023;
 - (d) Any other employees that remain covered by the LGIA-NIS.
- 2.3 It is estimated that upon registration approximately 27 Employees will be bound by the Agreement.
- 2.4 The Agreement applies in the State of Western Australia.

3. OPERATION OF THIS AGREEMENT

- 3.1 The Agreement will come into effect when it is registered by the Western Australian Industrial Relations Commission.

- 3.2 The nominal expiry date of this Agreement will be two years from the date of registration.
- 3.3 This Agreement is a standalone document and excludes the Child Care (Out of School Care – Playleaders) Award, the Child Care (Subsidised Centres) Award, the Children’s Services (Private) Award 2006, the Local Government Officers’ (Western Australia) Award 2021 and any other award made under the *Industrial Relations Act 1979* (WA) (**IR Act**) (collectively the **State Awards**) that otherwise extend to and bind the Employees and Employer to whom this Agreement applies.
- 3.4 To the extent that a State Award provides for an entitlement that is different to or not otherwise referred to in this Agreement (including where this Agreement is silent on a matter provided for in a State Award), any such State Award entitlement will be inconsistent with this Agreement and this Agreement shall prevail, and the State Award will not apply.
- 3.5 This Agreement is to be read and interpreted in conjunction with the *Minimum Conditions of Employment Act 1993* (WA) (**MCE Act**). Where there is an inconsistency between this Agreement and the MCE Act, and the MCE Act provides a greater benefit to Employees, the MCE Act provision will apply to the extent of the inconsistency.

A copy of the proposed Agreement may be inspected at my office at 111 St. Georges Terrace, Perth.

S. BASTIAN
REGISTRAR

3 OCTOBER 2025