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We know that our employees are our **most valuable** resource. Our aim is to offer remuneration and conditions that recognise this.



## Children's Services Community Management

A great place  
to work!



CSCM is a program of Community Child Care Co-operative (NSW)

# CSCM is a great place to work!

A CSCM service is a **great place to work**. CSCM offers you **opportunities**. You become part of an organisation that offers excellent **professional development** for staff and a great environment for your own **learning and growth**. You become part of a wider organisation that is committed to advocacy for both children and children's services. You become part of an organisation where **expert support** is just a phone call away. Above all you become part of an organisation that **values its staff**.

**We think working with children is the most important job you can do and we want to show that we value your commitment to doing this.**

## CSCM's Enterprise Agreement works for our staff

### Did you know that all children's services are now subject to Modern Awards?

There are two *Modern Awards* for employees in children's services. The *Educational Services (Teachers) Award* covers teachers and the *Children's Services Award* covers all other employees employed in early childhood services. The conditions contained in these awards are what employees in children's services are entitled to as minimum standards unless there is an enterprise agreement which replaces them. You may have heard that *Modern Awards* offer minimum conditions only. Children's Services Community Management believes that our staff deserve better pay and conditions than those contained in the *Modern Awards*.

Unions such as the IEU, are encouraging all children's services to enter enterprise agreements to secure their pay and conditions.

The **CSCM's Enterprise Agreement** is developed with all of this in mind.

## CSCM's Enterprise Agreement offers great conditions

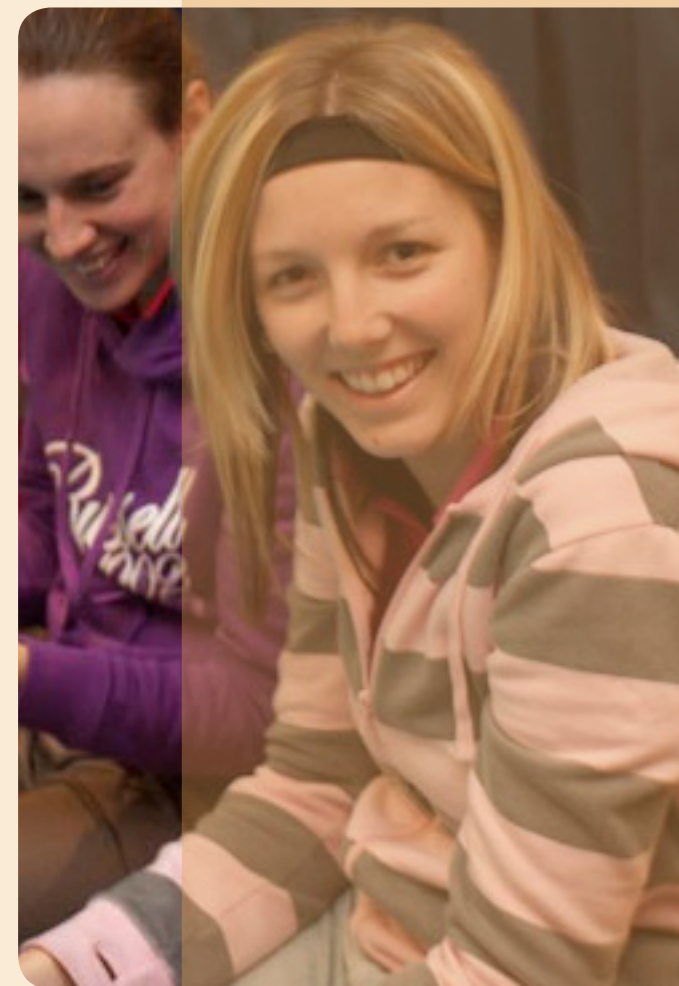
The conditions of our Enterprise Agreement include:

- Paid maternity leave
- Guaranteed non-contact time for programming
- RDOs for part-time staff, and
- An extra day's leave to cover time spent at staff meetings.

## CSCM's Enterprise Agreement offers staff an increase on current pay rates

Not only does the **CSCM's Enterprise Agreement** guarantee current wages, it also offers a **12%** increase on your existing rates, paid in three installments: **4%** from the first pay period on or after the date the agreement is filed with *Fair Work Australia*, **4%** from 1 July 2011 and **4%** from 1 July 2012. The *Modern Awards* in contrast offer no such guarantee.

The **CSCM's Enterprise Agreement** is assurance that your wages will not just be maintained, but will increase.



## CSCM's Enterprise Agreement offers an incentive bonus scheme

Under the *CSCM Incentive Scheme* exceptional individuals are entitled to a **bonus of between 1-5% of their gross annual wage**. Of course there is a number of criteria that you need to satisfy to get the bonus, but through this scheme, high performing staff are rewarded for their efforts.