



**Early Childhood Australia**  
A voice for young children

**OUR  
VISION:  
EVERY  
YOUNG  
CHILD IS  
THRIVING  
AND  
LEARNING**

**MEDIA RELEASE**

Wednesday 16 April 2025

**Early Childhood Australia Welcomes Decision by the Fair Work Commission in the Gender Undervaluation – Priority Awards Review**

Early Childhood Australia welcomes the Decision of the Fair Work Commission in the Gender-Based Undervaluation – Priority Rewards Review that

*‘children’s services employees covered by the Children’s Services Award 2010 have been the subject of gender-based undervaluation and these findings constitute work value reasons justifying the variation of the modern award minimum wage rates applying to each category of employees.’*

Early Childhood Australia has long advocated for better pay, conditions, professional recognition and career pathways for early childhood educators. Issues around workforce recruitment and retention are well-documented. It is timely that our early childhood educators and leaders are acknowledged and correctly remunerated for their professional qualifications, knowledge, expertise and experience. A universal early childhood education and care system can only be realised with a secure, professional early childhood workforce.

**Samantha Page, Chief Executive Officer, Early Childhood Australia said,** *‘The release of the Decision by the Fair Work Commission articulated what we have long known, that the highly professional, qualified and critical work of early childhood educators is not correctly remunerated. The Worker Retention Payment as an interim measure has been welcomed by ECA, but the longer-term positive impact that significantly adjusting the award can have on our existing and future early childhood workforce cannot be underestimated.’*

**Samatha Page continued,** *‘ECA is committed to a high-quality early childhood education and care sector, and in continued advocacy for enduring investment to build capability and quality across the diversity of provider and service types and contexts where early childhood professionals work with children and families. This is an excellent step towards improved pay, conditions and professional recognition for the value of the work that early childhood educators undertake every day.’*

Early Childhood Australia acknowledges the significant efforts and advocacy of those who have contributed to this important work, providing evidence to the Fair Work Commission to inform the Expert Panel and this Decision.

Early Childhood Australia will represent its diverse membership in preparing a response to the *provisional views* of the Decision, and continue in its advocacy and support for early childhood educators and leaders across service types and the diverse contexts where they work with children and families every day.

**Early Childhood Australia Chief Executive Officer, Samantha Page is available for comment on 0448 883 687.**