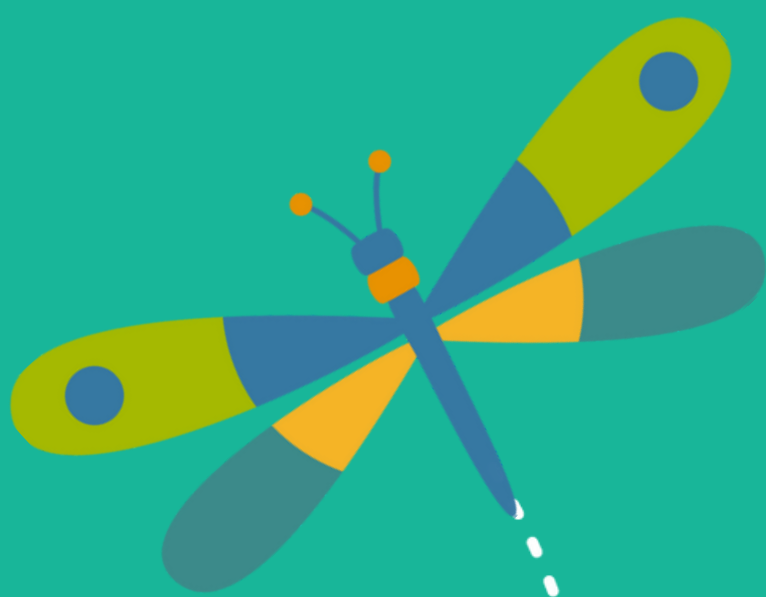

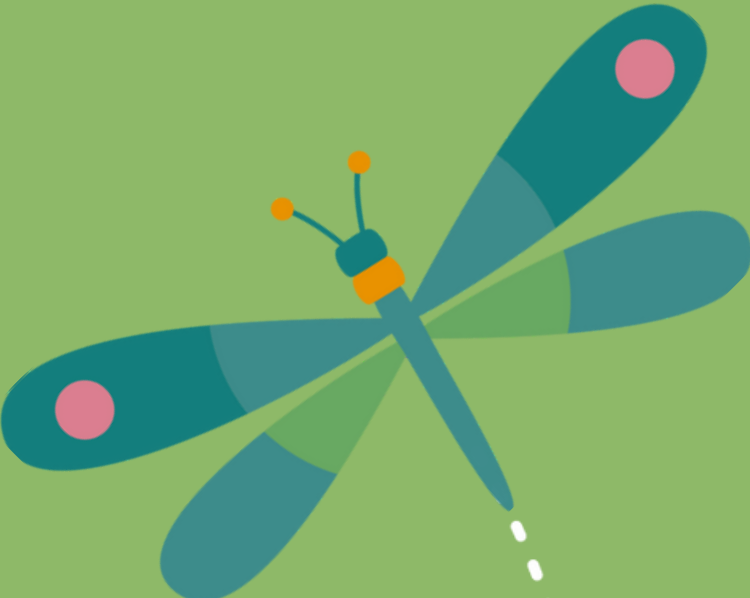



Employee Incentives T&Cs





Minimum Above Award Rate (MAAR)



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Minimum Above Award Rate (MAAR)

- The MAAR will apply from Monday 9 January, being the commencement of the first full pay period in January 2023 and continue until further notice.
- This MAAR applies to all full-time, part-time and Casual team members (for the avoidance of doubt this includes cooks and trainees) employed under either the Children's Services Award 2010 or Educational Services (Teachers) Awards.
- The MAAR means that all eligible team members will be paid a minimum of 2.5% above the applicable award rate.
- The MAAR of 2.5% excludes superannuation contributions as required by Government legislation.
- There is no minimum employment period for to qualify for this rate, Team Members commencing on or after Monday 9 January will receive 2.5% above their applicable Award Rate.
- Those on fixed term contracts will receive the MAAR for the duration of their contract or for as long as the MAAR remains in place, whichever comes earlier.
- This initiative is intended to attract and retain high quality team members, to the extent that, in Sparrow's view, this initiative it is not achieving those aims it may be withdrawn or amended by Sparrow.
- If Government legislation changes such that the MAAR is no longer lawful then the MAAR will cease where amounts paid under the MAAR initiative exceed any legislative minimum entitlements, any amount paid in excess of these minimum entitlements may be used to offset any entitlement that may otherwise have been applicable.
- You may opt-out of the MAAR Initiative if you wish by emailing payroll@sparrow.edu.au.
- For the avoidance of doubt, this initiative does not apply to the Support Office team members and those on annualised salaries.

Birthday Leave Day (BLD)



Birthday Leave Day (BLD)

- The BLD initiative will apply for all birthdays on or after 1 January 2023 and continue until further notice.
- The BLD applies to all full-time and part-time employees. It does not apply to Casual team members, those on extended leave (e.g. leave longer than 4 weeks) and those on workcover.
- You may opt out of the BLD initiative by providing notice in writing to payroll@sparrow.edu.au
- The hourly rate which will apply on your BLD will be your ordinary hourly rate, including the MAAR, taxes and superannuation contributions as required by Government Legislation. For the avoidance of doubt this rate will not include such as Higher Duties, Leave Loading or allowances.
- If your birthday falls on a weekend or public holiday, the number of hours paid for your BLD will be calculated by reference to the nearest next workday. For full-time team members the number of hours will be 7.6 hours, for part-time team members, this will be calculated with reference to your pattern of work.
- To be eligible for the BLD, all part-time educators must have signed and returned their Pattern of Work. Due to the roll-out timing of this initiative, this requirement will be waived for all educators who have birthdays in January 2023 – i.e. you will receive your BLD without a signed
- Pattern of Work (although please return you Pattern of Work as soon as possible).
- There is no minimum period of employment before you are eligible for the BLD.
- The leave day must be taken on your birthday unless there are special circumstances, agreed and approved by your Service Manager and BOM in advance. If you have-to/want-to work on your BLD, then you can reschedule your BLD for any day within your birthday month or up to 1 month after your birthday.
- If your employment with Sparrow ceases and you have an unused BLD you will lose it, it will not be paid out when your employment ceases.
- This initiative is intended to attract and retain high quality team members, to the extent that, in Sparrow's view, this initiative if is not achieving those aims, it may be withdrawn or amended by Sparrow.
- If Government legislation changes such that the BLD is no longer lawful then the BLD will cease.
- Where amounts paid under the BLD initiative exceed any legislative minimum entitlements, any amount paid in excess of these minimum entitlements may be used to offset any entitlement that may otherwise have been applicable.
- You may opt-out of the MAAR Initiative if you wish by emailing payroll@sparrow.edu.au.
- This initiative applies to members of the Support Office Team.



Refer A New Team Member



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Refer a new team member Campaign

- For Sparrow Employees - Refer a new team member and receive \$500 in gift vouchers.
- Share your love of Early Learning and refer a new team member to the Sparrow family, and you will BOTH be rewarded with a \$500 gift voucher*.
- How it works?
 - \$250 paid upfront after 4 weeks of employment of the new team member
 - \$250 paid upon completion of the 6-month probation period
- T&C's
 - The employee member/s you refer must be new to a Sparrow Early Learning Service or if recommencing has not worked for a Sparrow Service for at least four months.
 - The new staff member must complete their probation period for the referrer and referee to receive the outstanding gift voucher amount.
 - The new employee must be filling a permanent part-time or full-time role at one of the services, i.e. casual employees are not eligible.
 - You can refer multiple people and receive multiple rewards.
 - You will receive your eGift vouchers via email issued by Giftpay, and these are valid for 3 years from the issue date.
 - This promotion is valid from 1 January 2023 to 30 June 2024.
 - A new staff member must have an employment contract in place by 30 June 2024 to be eligible for this reward.
 - All Sparrow employees are eligible.

Employee Discount




Employee Discount


- It is the responsibility of the Service Manager to administer employee eligibility in line with this policy.
- It must be confirmed that the employee is set up, eligible for, and receiving CCS before making the application for the discount. No back pay will be processed for periods prior to this.
- If the employee is a non-resident, or with no CCS approval, documentation from Centrelink is required stating that the employee's claim for Childcare Subsidy has not been approved before the discount can be applied.
- All child immunisations must be up to date and maintained for the employee discount to be applied.
- To maintain the employee discount, payment of parent accounts must always be in advanced according to the billing cycle (e.g., weekly billing cycle needs to be a week in advance).
- The full 95% employee discount applies to all full-time and eligible part-time employees. Part-time employees must work on average a minimum of two, 7.5-hour shifts (or a total of 15 hours) a week. Payroll will review these hours every quarter to ensure each employee is eligible for the discount. If not eligible, the discount for the next quarter will not be applied.
- From 4 March 2024, regular casuals are entitled to a 65% employee discount. A regular casual is defined as an employee that works on average a minimum of two, 7.5-hour shifts (or a total of 15 hours) a week. Payroll will review these hours every quarter to ensure each casual is eligible for the discount. If not eligible, the discount for the next quarter will not be applied.
- There is no minimum employment period to qualify for this discount, the discount applied is off the employee's gap fee. An employee's gap fee is calculated based on individual CCS Entitlements.
- The discount only applies to attendances and does not cover absences that exceed the CCS allowable absence count.
- Holiday discounted fees do not apply when in receipt of employee discount.
- A new employee discount application must be put through when additional children are added to the account.

Employee Discount

- This initiative is intended to attract and retain high-quality team members, however, if in Sparrow's view, this initiative is not achieving those aims it may be withdrawn or amended by Sparrow at any time.
- An employee must have been employed by Sparrow Early Learning for at least one year, before being eligible to receive the discount during Parental Leave.
- The discount will continue to apply during the first 12 months of Parental Leave if applicable, Workcover and approved extended leave. During these periods of leave, the discount will only apply to the existing booking (or less booked days). If the employee picks up additional days or add additional children, then the discount applied to every day drops to 65%.
- You may opt-out of this initiative by emailing ccms@sparrow.edu.au.
- The employee discount ceases once employment is terminated with Sparrow in line with government guidelines and may/will be reviewed and adjusted to ensure compliance with FAO / CCS.
- This initiative applies to Service and Support Office Employees.
- An Educator's child/children can attend either the Service in which the Educator works, or another Service owned by Sparrow.
- An Educator does not have to be working on the day their child attends a service to receive the discount.
- An Educator's child will be treated equally with all other children when it comes to priority of access.
- For instances outside these parameters please seek further guidance from the CCMS team ccms@sparrow.edu.au.



Lead Educator Bonus (LEB)



Lead Educator Bonus (LEB)

- The LEB is a \$2,000 annual bonus (exclusive of super) paid to the Lead Educator for each LDC Studio, Lead Educators for OSHC/school age Programs – Eligible for \$250 annual.
- Must be in the Lead Educator role for a min of 2 months by 31 December 2024 to be eligible.
- If a Lead Educator is on maternity leave, they are paid the pro-rata amount when actively in the role.
- To be eligible for the LEB, the Lead Educator must be employed in that role at 31 December in the year the bonus relates. E.g. to be eligible for the 2024 bonus, the Lead Educator must be employed in that position at 31 December 2024.
- The \$2,000 is payable to the team member who has performed the Lead Educator role for the entire year on a full-time basis. If the Lead Educator has performed the role on a part-time basis or for only part of the year, the \$2,000 will be adjusted on a pro-rata basis.
- For the purposes of calculating a pro-rata payment, the full-time hours of 38 hours per week will be used.
- If two people are sharing the Lead Educator role the \$2,000 will split between them on a prorata basis, subject to the eligibility criteria outlined in these terms.
- The LEB will not be payable to any team member who is working their notice or subject to a performance management process on the date the bonus is paid.
- The LEB, will be paid on 31 January for the previous year. For example, the 2024 LEB will be paid on 1 February 2024.
- This initiative is intended to attract and retain high quality team members, to the extent that, in Sparrow's view, this initiative it is not achieving those aims it may be withdrawn or amended by Sparrow.
- If Government legislation changes such that the LEB is no longer lawful then the LEB will cease/ Where amounts paid under the LEB initiative exceed any legislative minimum entitlements, any amount paid in excess of these minimum entitlements may be used to offset any entitlement that may otherwise have been applicable.
- You may opt-out of the LEB Initiative if you wish by emailing payroll@sparrow.edu.au.