

Worker retention payment

MEAs and IFAs: Understanding the differences

If you work in a long day care service or out-of-school-hours service, you are entitled to a 15% pay rise under the worker retention payment (WRP).

You have a right to know how your service is planning to access this funding.

There are two main kinds of agreements:

A Multi-Enterprise Agreement (MEA) is an agreement between two or more employers and their employees that is approved by the Fair Work Commission (the industrial umpire).

An Individual Flexibility Agreement (IFA) is a private agreement between an employer and a single employee that has not been approved by the Fair Work Commission. An IFA provides access to the WRP but will not necessarily include the additional conditions in the MEA.

| Multi-Enterprise Agreement (MEA) | Individual Flexibility Agreement (IFA) |
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| Provides a direct pathway to apply for the WRP | Not pre-approved for WRP which means payment applications could be delayed or rejected |
| Must be voted for by a majority of staff who participate in the voting process | Needs to be signed by each individual employee who is covered |
| Publicly accessible and easily located on the Fair Work Commission website | Private document – not available online and only accessible to employers and employees who retain a copy |
| Locks in pay rises and better conditions that are enforceable for the duration of the WRP, and this can only be altered through a vote by employees | If made for employees covered by the award, an IFA can be ended by an employer with 13 weeks' notice |
| Provides a clear pathway to escalate workplace disputes to the Fair Work Commission | Pathway to resolving disputes depends on the terms agreed in each individual IFA |

More information: visit us ieu.asn.au/long-day-care-pay-rise, call us **8202 8900**, email us ececwrp@ieu.asn.au

Find out how we can help you get a 15% pay rise

We're here to help: Call us on 8202 8900 or email: ececwrp@ieu.asn.au



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