

To whom it may concern.

My name is Daniela Praborini, currently back to full time work after taking 1 year maternity leave. I have a currently 17 months old daughter who attends Monash Community Family Cooperative childcare at Monash University, Clayton Campus.

I personally DISAGREE with some of the following recommendations and believe that if implemented, it won't be for the children's interests to have a quality community managed education and care, especially seeing how young my daughter is at the moment.

The points I'd like to disagree are:

- **Allowing services to temporarily operate with staffing levels below required ratios (by averaging over a day or a week)**

I believe with having an appropriate ratio staffing in childcare centre would help in creating a better atmosphere, hence making sure that each child in the room have an equally the same care and attention they need in the absence of their parents.

- **Requiring educators working with children under 3 to only hold a certificate III level qualification – no Diplomas required**

From all the research I have done and heard of, most would say that the most important brain activity happens when a child is under 3 years old. That's where they would ABSORB EVERYTHING like a sponge. That's why I believe the better the education (in this case the higher qualification for a carer under 3) they receive under 3 would be able to create a better quality person, hence a better Australian in the future. Please refer to a research done by Royal Children Hospital in regards to this particular

fact: http://www.rch.org.au/uploadedFiles/Main/Content/ccch/140593%20METCALFE%20Policy%20Brief_web.pdf

- **Removal of eligibility of not for profit providers to payroll tax and Fringe Benefit Tax exemptions**

With the current rate and child care benefit and rebate received, it has put so much pressure on our family financial situation. And I can't imagine if this option is removed, it would give more pressure to us already as a family with 2 working parent.

Basically, I believe that without having such quality standard that our childcare currently have, I would not be able to return to work. Some of the most important things I always look for in a child care and would like to maintain our current childcare's quality are:

- how many high qualified educators in a room
- good ratio of educator and children
- making sure our educators receive appropriate break, lunch time, not only over the day but over the whole week (*we want to make sure they look after our child, so we need to look after their wellbeing as well!*)
- stability in staffing so we can develop relationships between family and children - *I really value my current relationship with my daughter's educators and feel I am missing something even only if the main educators are not there when I pick up to not just discuss few things but just to have that nice bond as after all they are the ones who we trust to put our babies in their care while we do what we have to do.*

I think most educators don't want to work in centres with poor ratios, conditions, wages, lesser opportunities for mentorship, sharing and developing knowledge, poor career paths, and tend therefore to move to alternative careers away from the sector.

Looking forward for a positive response.

Kindest regards,

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Daniela Praborini