

## Draft recommendation 12.2

Combining the benefit and the rebate is a sensible way of reducing administration for both the Services and the Government departments. Sending all payments to the Services would help with a problem of families not always paying the Service but still collecting rebate. Draft

## 7.5

Allowing Services to temporarily operate with staffing levels below required ratio's (by averaging over a day or week).

All Services should be required to abide by stated ratio's at all times. To introduce averaging is to introduce more paperwork to prove the average. Lets fuss less about averaging and staff according to ratio's –with the understanding that some tasks (i.e. collecting linen, getting lunch trolley from kitchen, delivering washing to laundry area) will happen throughout the day but generally take less than 2 minutes for a round trip. To have a record this type of activity simply creates more red tape/more minutes with that person not directly contacting children. This equates to reform for reforms sake-not reforms to better the children's life start. Keep children at the centre of discussion and decision making.

## 7.1

Simplifying the National Quality Standards and identifying standards or elements that can be removed or altered while maintaining quality outcomes for children.

This would be possible but consultation with the sector and the Authorised officers after all centres have been assessed initially would be the best plan.

Many of the elements could be combined or simplified without affecting quality.

## 7.2

Requirement to allow educators working with under 3 to only hold a certificate III level qualification-no diplomas required.

Certificate III is entry level into the sector. This certificate can be gained in year 12 at college.

All research is leading to the fact that enormous amounts of brain development happens from birth -5 years old. To work with groups of under 3's one needs to have an in depth understanding of child development, some life experience and the ability to support new families bringing their babies into a service. Generally most baby rooms are staffed by the more experienced diploma educators.

Suggestion is simply a cost saver with no consideration for quality or what's best for children. For quality programmes throughout a service having a teacher on site to mentor and oversee all developmental areas is a must – this must include the early years of birth to three.

## 10.1

Removing charity tax concessions from not-for-profit providers to redress a perceived competitive advantage:

The not for profit, community based model was set up years ago to benefit local groups. This model continues to provide quality care for its community-headed up by voluntary

management boards. Over the years they have slowly built upon reserves to pay holiday, sick, long service leave. Many are small enough not to be affected by payroll tax. The bigger, stand alone not for profit services operate on budgets that cover operating costs worked out to provide quality care and necessary reserves-fundraising to purchase extra equipment. As privates gradually entered the market they were either small stand alones or big chains of services-this model has many money saving advantage in the market place, they have a central administration office doing pays, buying etc – but most importantly when they set up as for profit centres they knew (or should have known) what taxes would affect their business and budgeted accordingly. As a 91 place stand alone services (not-for-profit) to lose our tax concession for pay roll would cause our fees to rise to a point where our community would not be getting affordable childcare. Leave the current system alone.

The potential negative impact on children of parents who do not meet the work/study test by restricting access to the proposed subsidy.

DISCRIMINATION against full time mums-they work 24/7 - their children should have a right to some quality care for two major reasons-

\*Experience has shown that in high quality services mums often rely on the educators for support and guidance (especially first time parents)- they feel refreshed and more able to give their children a quality lifestyle when they have had some personal time to refresh. In many communities the local early years centre can become the families support system if grandparents/aunts etc do not live within easy reach.

\*Programs have been designed to give children the best possibility start in life-the aim being to create a culture of children who want to learn – to be ready to face what the school situation has to offer-WHY should children who have a stay at home parent miss this opportunity because of lack of funding!