

The Networker



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Free to SA child care & Out of School Hours Care services

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Big Vac Day Out *A celebration of OSHC*



On Friday 18th January 2007 it was the Big Vac Day Out and we went on excursion to Settlers Farm Primary School.

There were lots of children, staff and activities. The activities were:

- ☺ Rock Climbing
- ☺ Bungee Run
- ☺ Belly Bumpers
- ☺ Ladder Climb
- ☺ Chair-o-ride
- ☺ Fly wall

(Continued on page 2)

Insert

**Reconciliation Australia Fact Sheet
Apology to Stolen Generations Q & A**



(Continued from page 1)

- ☺ 2 Jumping Castles
- ☺ Magician
- ☺ Dunking Machine
- ☺ Arcade Games
- ☺ Face Painting

We also got to play on the playground any time that we wanted. There were 11 Vacation Care services at the Big Vac Day Out.

463 children came to the Big Vac Day Out and there were 77 staff.

My favourite activity was the bungee run because it was fun when you fell over and tumbled on your head. For lunch we had a sausage sizzle, but some of us just ate our lunch that we had packed. For dessert we had an iceblock.

As we were walking out to the bus we heard thunder and it started raining. Before we could get on the bus it began pouring down and we all got wet. The bus couldn't leave until we had un-fogged all the windows.

It was still pouring when we driving back on the bus, all the drains were overflowing.

When we got to Elizabeth it looked like it hadn't rained and by time we got back to Blakeview it was like it had never rained at all. We had an awesome time at the Big Vac Day Out.

Kloe
Blakeview OSHC

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This is the second time a group of OSHC services in the north has come together to plan and stage a big vacation day of activities for school age children.

This year 11 services from the northern suburbs, eastern, hills and country were involved –

- Settlers Farm OSHC (hosted the activities)
- The Pines OSHC
- Blakeview OSHC
- Burton OSHC
- Salisbury Heights OSHC
- Norwood OSHC
- Ridgehaven OSHC
- Ingle Farm OSHC
- Ingle Farm East OSHC
- Clare OSHC
- Echunga OSHC

- all together around 460 children and 77 staff!

The day was seen to be a successful venture and was marred only slightly by a downpour at packing up time.

Staff members from each participating service have been asked to complete evaluations in case a similar event is planned in the future.

WOW! Our congratulations go to all of those who participated in this event and especially to those on the organising committee.

Kay Thomas
Network SA

The Gowrie Training Centre, Professional Support
Coordinator SA presents.....

BASIC BUDGETING

Thursday 22 May 2008

10.00am - 2.00pm

\$33.00 per person

Held at the Gowrie Training Centre

43 Dew Street Thebarton SA

Having difficulty preparing budgets? Unsure how to work out how much to include in your budget? Come along and discover the advantage of preparing a monthly budget (there is a time saving advantage!). Understand the benefits of costing your income and expenses accurately.

This workshop will provide a very easy step by step guide to preparing a budget on a monthly basis. Example worksheets will be provided to assist you with accurate costings.

A very detailed wages worksheet will help you work out all the wages and on-cost expenses associated with your service which you can use as a future guide. Determine fees based on budget figures and explore other matters to consider when setting child care fees.

Presented by: Gail Gullickson, Accountant

Network SA



Register online at www.pscsa.org.au

Send a registration form to the Gowrie Training Centre

PO Box 408 Hindmarsh SA 5007

Phone 1800 129 606

*This session is funded under the Australian Government's
Inclusion & Professional Support Program*



Indigenous Bi-Cultural Support Program



- Specialist support when you have new Indigenous children and families seeking to enrol.
- Specific cultural advice and information and support in developing inclusive programming.

Ninna Marni

(Are you well? A Greeting in the Kaurna Aboriginal Language)

My name is Tina Quitadamo (nee Couzens) and it's a pleasure to say I am back at Network SA/ARMSU as an Indigenous Inclusion Consultant, supporting the inclusion of Aboriginal and Torres Strait Islander children. Some services may already be familiar with me but for those who aren't I'd like to share a little information about my journey thus far.

I am a proud Aboriginal woman, a direct descendant from the Kirraewurrung people of the Gunditjmarra nation located around the Western Districts of Victoria, particularly Warrnambool and Framlingham Reserve. I have had a 12 year varied working history in South Australia's children's services at both a State and Federal level. During this time it has been a privilege to teach many Aboriginal children and serve many Aboriginal people and their respective communities, particularly the Kaurna people on whose land I reside. I am also a mother of an 11 month old son.

I am currently on leave from Kura Yerlo Children's Centre, a Commonwealth funded Multifunctional Aboriginal Children's Service based at Largs Bay, where I worked as the Director for 6 years.

At Network SA/ARMSU I will be working diversely across programs which share a common goal of:

'how to best support services in the inclusion of Indigenous children'.

To this end, I am delighted announce that Network SA/ARMSU has acquired the:

Indigenous Bi-Cultural Support Program

funded by the Professional Support Coordinator (PSC) Gowrie Training Centre under the Australian Government's Inclusion and Professional Support Program (IPSP).

The Indigenous Bi-Cultural Support Program operates in a similar way to the Bi-Cultural Support program delivered by Inclusive Directions. Eligible services can access time limited specialist support when you have new Indigenous children and families seeking to enrol. To help facilitate a smooth transition into care, staff can access specific cultural advice and information and support in developing inclusive programming. I am predominately available to talk with or visit services on **Tuesdays, Wednesdays and Thursdays.**

Furthermore, the ARMSU Resource Centre that many services were previously borrowers of will be reopened, to be advised in future Networker issues. It houses over 1000 Indigenous Resources.

How to contact the Indigenous Inclusion Consultant:

Phone: 8244 3251 (direct line); 8445 8128 (reception, Network SA / ARMSU)

Email: tina.quitadamo@networksa.org.au

Tina Quitadamo
Indigenous Inclusion Consultant, ARMSU

A new government in Canberra and some changes

A change of government almost always means changes in the structure of government departments to reflect new policy and priorities. It is still very early days since the change of government in Canberra, but some differences are evident. We understand that federal child care policy and programs, which have been part of 'communities' focused departments, are moving to the newly formed Department of Education, Employment and Workplace Relations (DEEWR).

DEEWR is responsible for education, employment and workplace relations policy; work, family and youth programs; the Job Network; equal employment opportunity and occupational health and safety.

We believe that under the new administrative arrangements the Child Care Management System (CCMS) is now a part of DEEWR.

The Minister responsible for this department is Julia Gillard MP who will be supported by Maxine McKew MP, the Parliamentary Secretary for Early Childhood Education and Childcare.

By the time the next Networker goes to print in 2 months' time, we hope to know much more!

The Department we knew as FaCSIA is now the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). We are very glad we won't have to talk about FaHCSIA when we discuss child care policy. DEEWR seems to be a much safer acronym.

Maureen McGuire
Network SA

<p>2007 Diaries</p> <p>Discounted to \$10.00</p> <p>plus \$3.85 p.&h.</p> <p>Contact Sue on 8445 8128</p>

The Gowrie Training Centre presents.....

WRITING YOUR SELF STUDY REPORT

Friday 16 May 2008

9.30am - 12.30pm

\$44.00 per person

Held at the Gowrie Training Centre

43 Dew Street Thebarton SA

Have you started your self study report?

Are you struggling with putting pen to paper?

Get help in finding the ways to best capture the essence of how your service actually achieves the principles of Quality Assurance.

This interactive workshop will provide you with the opportunity to reflect on your practice and consider some key ideas in support of writing your self study report.

Presented by: Mandy Richardson



Register online at www.pcsa.org.au

Send your registration form to the Gowrie Training Centre PO Box 408 Hindmarsh SA 5007

or Fax to 8234 5850

For enquiries, phone 8234 5219 or

Email train@gowrie-adelaide.com.au

www.gowrie-adelaide.com.au

Young Media Australia launches list of 200 non-violent titles for children under 7

National community group Young Media Australia (YMA) is asking for the support of early childhood and education professionals in promoting its new package *Choosing Fright-free Fight-free Viewing: a resource for parents of children under seven* to parents of young children.

For many years YMA has collected research about the impact of media violence on young children. Evidence is clear that media violence can frighten children, and it can also raise the risk that they will become more aggressive now or in later life. Nightmares, irrational fears, feeling threatened, bullying and fighting can sometimes be traced back to what kids are watching on TV or in movies and the computer games they are playing.

With these impacts in mind, YMA applied for and received funding from the Australian Government's National Community Crime Prevention Program for a project to minimise the impact of media violence on children under the age of seven.

During 2007, in consultation with key early childhood groups in Adelaide, YMA produced a package for parents, and for education and welfare professionals, consisting of a short (5 minute) DVD *Choosing Fright-free Fight-free Viewing*, a booklet, a poster, and a flyer. Session notes for educators are available on request.

An important element of the *Choosing Fright-free Fight-free Viewing* initiative is the development of a list of about 200 titles of non-violent media that is media where there are no instances of people deliberately hurting other people. The list was created by a team of three media reviewers who reviewed hundreds of DVDs, TV programs and video games. All reviewers are qualified in child development.

Primarily intended as a web resource, the current list (printed in the *Choosing Fright-free Fight-free Viewing* booklet and available as a two-page stand alone document) is a snapshot in time of some titles that parents could look for to avoid violent product. YMA is currently seeking funding to maintain, update and add to the list on its website.

Many of the titles reviewed as non-violent media are available in SA public libraries as well as the usual rental and retail outlets.

The package was launched on November 28, 2007 at the Mercury Cinema in Adelaide. Keynote speaker, Professor Philip Gammage delivered his last speaking engagement in Australia as a consultant on early childhood to the South Australian government. He challenged the current trend in many western countries of being over-protective of children in terms of physical safety and close contact with children, while allowing children to be exposed to much inappropriate and unsafe materials via the media. YMA patron Steve Biddulph contributed a 'fireside chat' (on DVD) reminding the audience about how damaging media impacts on very young children can be. More information about the launch is available on the YMA website www.youngmedia.org.au.

During the first half of 2008, the *Choosing Fright-free Fight-free Viewing* resource will be distributed, promoted and evaluated in South Australia through the primary education sector (both government and independent), kindergartens, child care and early learning centres, Playgroup SA and Communities for Children. You can help by watching out for the arrival of YMA's *Choosing Fright-free Fight-free Viewing* package at your school or centre. When it arrives, spread the word to other staff and make it available to your parent community in whatever way you can.

For more information about this exciting initiative, or to request educator session notes please contact Young Media Australia on helpline@youngmedia.org.au, or phone the YMA Helpline (1800 700 357, national, freecall).

Reviews of current DVD and video titles

These reviews are excerpts from Young Media Australia's *Know Before You Go* Movie Review Service. They are written with the big screen in mind, and the impact will sometimes be softened when your child watches them as a DVD or video. However, it is recommended that you read the full review of each movie

(www.youngmedia.org.au) before you decide on your selection of appropriate titles. The YMA website also has reviews of M rated movies (for example, *Harry Potter 5: the Order of the Phoenix*, *Transformers* and *Spiderman 3*) that are likely to be promoted to children, and the rationale for our recommendations, which are informed by decades of child development research and practice.

Are we done yet? (PG)

Overall comments: *Are we done yet?* is a slapstick family comedy with little really clever humour but which will probably be enjoyed by preteens and teenagers. **Age recommendations:** Not recommended for children under eight, and parental guidance to 13 due to themes of family breakdown and teenage rebellion, and disturbing scenes of accidental harm. **Movie's message:** That family and friends are what is really important in life and that a house is not necessarily a home but has to be made into one.

Bridge to Terabithia (PG)

Overall comments: *Bridge to Terabithia* is an appealing adventure film with some fantasy elements based on a well-known children's book. **Age recommendations:** Not recommended for children under eight due to scary scenes. Parental guidance recommended for children under 13 due to themes. **Movie's message.** The value and importance of friendship and how, when supported through friendship, people can overcome difficulties that initially appear insurmountable.

The full version of these, and over 350 other recent movie reviews, form part of Young Media Australia's "Know before you go" program, (supported by the Attorney General of SA), and can be accessed at

www.youngmedia.org.au,

or by freecall YMA Helpline 1800 700 357.

The Gowrie Training Centre, Professional Support Coordinator SA presents.....

STRATEGIC PLANNING & LINKS WITH QA

Thursday 28 February 2008

10.00am - 1.00pm

\$33.00 per person

Held at the Gowrie Training Centre

43 Dew Street Thebarton SA

Mandy Richardson has been an OSHC Director at St Pius for 16 years as well as working for DECS as a project officer, a moderator for NCAC and is an active member of the OSHC Association.

Mandy has also worked in consultancy roles with in the Catholic Education system and has always dedicated herself to working towards quality care and education for all children and families.

Strategic Planning is an important part of Quality Assurance. In this session a range of effective and realistic strategies will be presented. You will be able to adapt these in your own service and learn how to engage your own service and community throughout the process. An important part of this session will be the links between QA and strategic planning.

Presented by: Mandy Richardson, Director

St Pius Outside School Hours Care



Register online at www.pscsa.org.au

Send a registration form to the Gowrie Training Centre PO Box 408 Hindmarsh SA 5007

Phone 1800 129 606

This session is funded under the Australian Government's Inclusion & Professional Support Program

The perils of the uneven playing field - how do you value your staff??

I recently paid my first visit to an Integrated Children's Centre which was very interesting and has given me reason to ponder the range of complex services for children that now exist in SA. For example, we have integrated services in country area, we have the DECS Children's Centres and we have school operated OSHC services.

Why have I described these services as complex?

In each instance there is a range of options being offered on one site for families (which seems to be what families are asking for). These include care, education and perhaps other health and family services as well. On these sites, employees are being paid under different awards and conditions to meet the needs of the same children and families. There is a serious disparity in remuneration between the childcare professionals and teachers.

Too often, it seems that those employed by government have limited appreciation of the impact of poorer working conditions on child care staff, or of the enormous expectations placed upon people who work in child care and OSHC services.

Too often what happens there is of no real consequence provided the safety issues and duty of care are addressed. We hear still comments suggesting that the whole purpose of OSHC is to keep families happy and stabilise school enrolment numbers.

An OSHC Director stated recently that she is paid for 38 hours per week but she is currently averaging 50 hours per week. When the comment was made that this was not reasonable, the response was "It goes with the territory", as though she enjoyed the same pay, conditions and status as a principal or pre-school director. The OSHC director is hourly paid under a minimum rates award (or NAPSA), which has provision for overtime payments (Clause 6.5, Child Care (SA) Award). These payments are legally enforceable, so this director's situation is not only unfair and inequitable, it can also be subject to legal action.

There is an urgent need for policy makers and management to pause and consider work place ethics and responsibilities where child care and teaching staff with differing entitlements are working on the same site.

We cannot ignore the inequity that exists in these services, nor must we wait until someone else does something about it. Strategies and practices that are underpinned by the goals of fairness and mutual respect can and should be put into place.

How can communities address the differences in a way that is fair and empathetic to all employees?

A good starting point is the Code of Ethics developed by Early Childhood Australia - (www.earlychildhoodaustralia.org.au) .

Take time to consider the responsibilities designated to each staff member and the remuneration offered and ensure that situations do not exist where employees who are not paid to cover the overall responsibility are asked to do so.

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Consider the following:

Staff meetings – These are invaluable and should be held regularly at a time that meets the needs of the maximum number of staff – what will this look like where care and education is offered? Staff meetings should not be planned in a way that suits the salaried staff only. The optimum time maybe when numbers are lowest in the childcare facility.

Sharing information – How is site information disseminated? All staff need to have access to information and when responses are required this should be handled in such a way that part-time staff can respond.

Relief staff – It appears that this area of operational management is not well undertaken when some employees are on salaried school hours and others are working for set hours each week. It is not realistic to suddenly presume the latter are able to add additional tasks to their already busy load without some planning and possible remuneration increases, additional paid hours, overtime payments or time off.

Recruitment of staff – On sites where some staff are employed by government departments and others are employed by local management different approaches can be taken to recruiting. However, familiarity with the relevant award requirements and industrial legislation is essential. Employers can exceed the minimum standards set in awards but cannot ignore them. It is also essential that individuals within the staff teams know who their employer is and are clear about their rights in their respective roles.

Access to information - Members of governing groups /management committees have legal expectations to meet too, and this can be challenging in complex services. When people step up to serve on committees they must be able to meet these requirements without hindrance or interference. This is especially relevant in relation to the financial management of the centre . These people must be kept informed so that they are able to make considered and informed decisions.

In the complex services, school holidays always bring a new set of issues to be addressed and leaders going on leave must ensure that those staff delegated to make the necessary responsible decisions have access to the relevant information and have been shown where and how to access support should it be required.

Professional development – Ensure that there are sufficient funds available to meet the needs of the hourly paid staff to access training and professional development in the same way as salaried staff. This will be complicated as the hourly paid staff will probably have less flexibility in the time available to attend such sessions. Equity should prevail.

The integrated and / or co-located services are intended to offer seamless services to families and communities and steps should be taken to ensure that the concept of seamlessness flows into the way individuals are managed and valued.

Staff will very quickly recognise the signs when they are taken for granted or worse, forgotten, and respond accordingly. If we are serious about wanting the best for all children then we need to value and affirm all the people who work with them, creating positive, inclusive and stimulating working environments for all.

Kay Thomas
Network SA

Are you managing a ‘complex’ site? How do you address equity issues for your staff?

Send your comments to kay.thomas@networksa.org.au.

Raising Children Website

<http://raisingchildren.net.au/>

Have you discovered the Raising Children website? The website includes advice, information and resources (film clips & checklists) for parents and families. It's easy to read and to navigate. There are topics of interest to parents of babies, toddlers, pre-schoolers and school age children, with a teenage section to come.

Topics include child behaviour, managing finances, child development, health and aspects of family life. For example, there's a budget planner, a crying baby checklist, information about play and learning and advice about ear infections, temper tantrums and school mornings.

In addition to the topical issues, there's Baby Karaoke, movie reviews and interactive neighbourhood maps showing local pharmacies and family services. It's well worth recommending to your families.

The site has resources for professionals working with families, too. The insert on this page is an excerpt from *Communicating with parents: the basics*. The full text, plus other resources can be found on raisingchildren.net.au. Go to the Professionals link on the bottom right hand side of the home page.

The Raising Children Network is made up of three consortium members: the Smart Population Foundation, the Parenting Research Centre and the Centre for Community Child Health. The website is guided by two panels of independent national experts and scrutinised by a team of almost 100 expert reviewers. Interest groups and health, education and child care professionals have helped to guide the development of the website. Interest groups, health, education and child care professionals helped guide the development of the website and continue to be consulted. Over 1000 parents were consulted at different stages of the website's development, either through focus groups, surveys or 'test-drives'.

This website is funded under the Australian Government's Stronger Families and Communities Strategy.

Dealing with concerns that parents raise

- Listen to the parent's concerns.
- Avoid responding with immediate explanations or justifications; it's important that the parents feel that their concerns have been heard.
- Show an interest in the parent's welfare as well as the child's.
- Show enthusiasm at any attempt the parent makes to help with the problem.
- Offering solutions is a consultative process. Ask for the parent's opinion. Brainstorm as many solutions as possible, then jointly evaluate the pros and cons of each solution.
- Sometimes it may be hard to find a solution. You do not need to find a solution every time.
- When problem solving is not possible, you may be able to help by simply listening to the parent. Notice the attitudes and feelings expressed in the message, and tell the person exactly what you heard them say in terms of feelings and attitudes.

Sometimes, despite using all these skills, issues still cannot be resolved. If that happens, tell the parent about your organisation's grievance procedure and make sure they know how to use it.

© 2006 Raising Children Network: *Communicating with parents: the basics*

Sector Association Meetings

Child Care in South Australia is supported by several different professional associations and services are encouraged to consider participating in the association that is relevant to your service type. To assist you with this the following give you the dates and information relating to meetings for the coming year.

National Association of Community Based Children's Services - The committee of NACBCS meets the 1st Tuesday of the month at 9.30am at the Gowrie Training Centre. For information contact Deb on 8231 0941 or go to www.nacbc.org.au

The OSHC Association (SA) Inc. Meetings are on Tuesday of week 3 and 8 in each school term and are held at Network SA Office at The Parks Community Centre – Building 2 off Trafford Street Angle Park. Meetings are from 10 – noon. For further information you may wish to speak with Rae Maree Hender on 0413 307 22.


The Care-providers of South Australia (COSA) - This is the peak group for Family Day Care Providers in SA and all financial members are welcome to attend meetings. The scheduled meetings for 2008 are as follows: 21st Jan, 25th Feb, 17th March, 28th April, 26th May, 23rd June, 28th July and the AGM is on 11th August. If you have any further questions please contact Priscilla Schwanz on 8252 0021 or 0423 303 093.

Childcare South Australia – For information contact 0407 580 645

Community Children's Centres SA – This is the peak group for community based long day care centres in SA. For information contact Melanie Gohl on 8223 5469

Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

Margaret Mead (1901 – 1978)



CCMS Briefing for Long Day Care and Family Day Care Providers

The Gowrie Training Centre (PSC) has recently arranged for a Child Care Management System (CCMS) Briefing session to be held for all child care providers (including long day care and family day care).

The sessions are presented by Children's Services Central (PSC NSW) and the CCMS Task Force.

This session has already been presented to over 2,500 people in other states and is now available in South Australia.

CCMS Briefing Session Monday 3 March 2008

9.00am - 12.00 noon

OR

5.30pm - 8.30pm

AAMI Stadium

Turner Drive, West Lakes

\$11.00 per person

For more information on session content, check your mail for the CCMS Briefing Session flyer from the Gowrie Training Centre.

The fastest and easiest way to register is online

www.pscsa.org.au

click the link located on the right hand side of the page.

network sa

Network SA Resource, Advisory & Management Services Inc. (Network SA) is a non-profit community organisation providing information, support, resources and training to the children's services sector in South Australia.



ARMSU is a specialist unit within Network SA. ARMSU operates SA's Indigenous Professional Support Unit (www.ipsusa.org.au), funded through the Australian Government Department of Families, Community Services and Indigenous Affairs.

Services provided to the children's services sector by Network SA & ARMSU include:

- Advice and support for Directors, managers, office staff, committee members, operators and other people responsible for effective management of child care and OSHC services
- Training and professional development services
- Specialist advice, support and training for Aboriginal services
- Aboriginal cultural awareness activities for children, and training for staff teams
- Indigenous inclusion support

The Networker is published bi-monthly in August, October, December, February, April and June. Closing dates for each edition are 20th July, 20th September, 20th November, 20th January, 20th March and 20th May. Contributions are welcome. Contact the editor Maureen McGuire.

This newsletter has been supported by funding from the Australian Government's Inclusion and Professional Support Program initiative.

Network SA & ARMSU are located in Building 2 at The Parks Community Centre, Angle Park.

Mailing address: PO Box 2440 Regency Park SA 5942

Phone 08 8445 8128; Fax 08 8268 8065

Email: info@networksa.org.au

Website: www.networksa.org.au.

The material contained in this publication is of a general nature only and not intended to be advice on any particular matter.

Please share this newsletter with others in your service:

- Director / Assistant Director
- Staff
- Administration
- Committee members
- Principal
- Line Manager
- Owner
- Parents

Job Vacancies

The Q.E.H Community Child Care Centre

Is seeking a

DIRECTOR

Level 2

Established for over 20 years, Q.E.H. CCCC is a community based centre which values the relationships and partnerships with our children, families, staff and local community. The Management Committee is seeking a unique person to join our high quality staff team in our **new purpose built centre**.

See www.networksa.org.au for details

The North East Community Child Care Centre

Is seeking a

Children's Services Support Worker (Cook) Level 3

8.30am to 1.00pm Monday to Friday.

Must possess AQF Certificate III in Community Food Services or equivalent skills. Occasional catering outside of work hours required.

See www.networksa.org.au for details

The Q.E.H Community Child Care Centre

Is seeking a

CLERICAL OFFICER

Commencing Feb 2008

Level 3, Clerks Award

Part time – 18 hours per week

See www.networksa.org.au for details