

# Beyond 2005

## “What will happen to help & support agencies under the new funding system?”

This is a question, among many others, that we at Network SA & ARMSU have had spent much time discussing.

Rather than give you an article with a heap of confusing acronyms and a lot of maybes, we wanted to write an article that would give definite answers and a good picture of how the new system will affect *you* and your service. However, once we actually put pen to paper, it became clear that due to all the unknowns at this stage in the process, this would be very difficult. Yes, we know the changes to the support agencies will be major and, yes, the changes will affect children’s services, but to what extent is unclear.

So, considering this, we thought it might be more useful to you if we print a few Q&A’s and we will then bring you more information as it comes to hand through a regular column called “Beyond 2005” in the Update Newsletter.

### Q. What agencies will it affect in SA?

- A. • Network SA  
• ARMSU  
• Inclusion SA  
• Diversity Directions  
• Early Links (Mount Gambier)  
• Gowrie Training Centre

*(Continued on page 2)*



***This newsletter is for everyone connected with your service.***

***Please pass around or put on display:***

- Director***
- Staff***
- Proprietor***
- Management Committee***
- Coordinator***
- Administrator ...***

## Inside this issue

|  |        |
|--|--------|
| Beyond 2005  | 1      |
| Help & advice on industrial relations issues available     | 3      |
| New Universal Childhood Pneumococcal Vaccination Program   | 4      |
| Mandatory Food Safety Programs                             | 4      |
| OSHCQA Bulletin  | 5      |
| Positions Vacant   | 6      |
| Association Meetings                                       | 7      |
| Child Care Staff Selection Resource Paper– Referee Reports | Insert |

*(Continued from page 1)*

**Q. What is going to happen and when?**

**A.** Changes and transition will take place behind the scenes between now and the end of 2005 but you will probably not notice any change until the new system comes into play, which is planned for early 2006. The behind the scenes changes may include mergers and/or changes to the types of services offered.

The agencies will need to win tenders to enable them to continue to operate in any capacity. Therefore, because the agencies do not know if they will be able to continue to operate under the new system, we have many unknowns.

**Q. How long will things stay the same?**

**A.** Until the end of 2005 Network SA, ARMSU and other agencies will continue to offer service as they have been to date.

**Q. Once the changes come into effect, who do we call for help?**

**A.** It is likely that you will need to call a 1800 number for all advice and help. There will probably be two numbers, one for inclusion support and one for all other advice & help.

**Q. What will happen to Network SA & ARMSU once the new system starts? Will they stay the same, if not, how will they change?**

**A.** Network SA & ARMSU will change, but how and to what level is not yet known. The level of change will depend on lots of variables and decisions yet to be made by FaCS. At this early stage we cannot predict what Network SA & ARMSU will look like in 2006.

**Q. Will we still be able to get the phone help/advice and training/workshops?**

**A.** Yes. This will all continue, however the unknown at this stage is exactly how it will be implemented in 2006 and who will offer it. This will be shaped by decisions made by FaCS.

**Q. Will the same familiar staff still be available and when I call and can I ask to speak to a particular person?**

**A.** We would like to think Yes, but again this is an unknown and will depend on lots of variables and decisions yet to be made by FaCS, including who wins the tenders to deliver services.

**Q. When I call, will I get an answer immediately or will I have to wait?**

**A.** We are hoping that for basic questions you will get an answer straight away, whereas more complex questions may need to be referred onto another service or researched, which will take longer.

**Q. Will the charges for services change from what they are now and will there be any free services?**

**A.** The new system will incorporate a fee structure, but the details of this are not yet known.

*Michelle Brereton*

# Help & advice on industrial relations issues available for members of Network SA *EXtra*

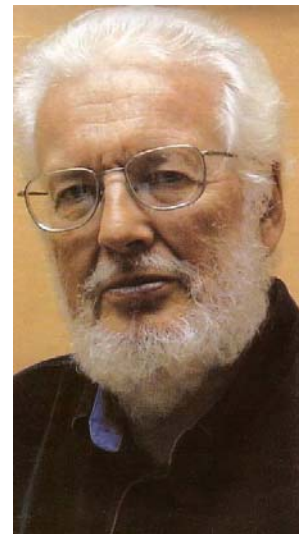
As part of our industrial relations and human resource management service to members of Network SA Extra, we also utilise the advice provided by former S.A. Industrial Commission member Greg Stevens.

Greg was, until his retirement 4 years ago, a Deputy President of both the State and the Federal Commissions, and has extensive experience in dealing with industrial issues and disputes.

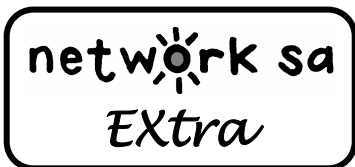
He has advised both Network SA staff and members of Network SA Extra on such topics as contracts of employment, classification, leave and other award matters, disciplinary and termination issues, interpretation of awards and industrial legislation, and human resource policies and procedures.

Greg is a former President of the Industrial Relations Society of SA. He currently actively consults in a range of public and private sector areas including local government, disability services and emergency services.

He finds working with the child care sector a "stimulating and rewarding experience, in view of the unique nature of the industry and the duty of care requirement for both children and parents, leading to particular obligations being placed on employees, directors and committees of management".



**Greg Stevens, former S.A. Industrial Commission member, is working as a consultant for Network SA *EXtra* on industrial relations and human resource management issues.**



Network SA Extra is an industrial advisory service for child care centres and out of school hours care services which is available to subscribers only.

At \$275 per annum (incl. GST) you can get:

- Face to face consultations
- Industrial telephone advice
- Wages bulletins
- Sample contracts
- Industrial bulletins
- & more...

For more information and an application form contact us on 8445 8128

## Helpful Website

[www.leadershipvictoria.org](http://www.leadershipvictoria.org) may be worth a look for it's free resources which include:

**Articles** - about leadership in areas such as the arts, sport, drugs in society, the republic and rural leadership

**Quotes** - from famous leaders - if it's a quote on leadership you're after, you'll find it here - over 600 quotes from Australia and elsewhere

**Surveys** - Leadership Survey 2004 - A special report on Australian and US attitudes to life, the community and business

**Speeches** - from prominent leaders - the text of actual speeches delivered at Leadership Victoria and other Leadership functions

**Interviews** - with leaders in Australia - a terrific opportunity to go "behind the scenes" with some of the big names in the country

**Leadership Links** - to external leadership-related resources from across Australia and around the globe

**Youth Leadership** - resources specifically relating to youth leadership.

## New Universal Childhood Pneumococcal Vaccination Program

The Department of Health & Ageing has announced that all children born from 1 January 2005 will be eligible to receive the pneumococcal vaccine as part of the standard newborn vaccination schedule at 2, 4 and 6 months of age. This vaccine is fully funded by the Australian Government and provided free of charge.

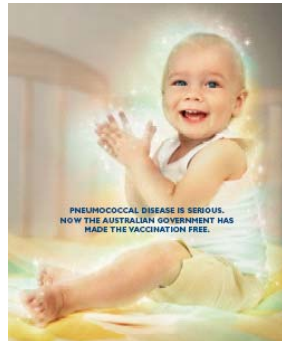
The universal vaccination program also includes a catch-up component for children born from 1 January 2003, however, these children are eligible for free pneumococcal vaccine only during 2005.

Due to the seriousness of pneumococcal infection, and the narrow window of opportunity in which to ensure all children born from 1 January 2003 are offered protection from pneumococcal disease, it is important that all parents are aware of the availability of this vaccine.

Information and materials will be distributed through the majority of GP surgeries, baby health care centres, child care centres and children's hospitals in February.

This information explains that Pneumococcal Disease is the leading cause of meningitis in Australian children under 5 years and that you should be aware of the following symptoms:

- Fits
- Fever
- Vomiting
- Irritability
- Dislike of bright lights
- Headache
- Joint and/or muscle pain
- Bulging fontanelle in babies
- Drowsiness, confusion, loss of consciousness
- High-pitched crying in babies and children
- Stiff neck (not always with young children)



These symptoms can look like the flu and not all symptoms may be present.

**This information stresses that meningitis is very serious and can cause permanent hearing loss, brain damage and death and requires urgent medical attention.**

For more information about the National Immunisation Program visit Immunise Australia at [www.immunise.health.gov.au](http://www.immunise.health.gov.au) or contact the immunisation info-line on 1800 671 811.

Further information about meningitis is available by calling The Meningitis Centre on 1800 250 233 or at [www.meningitis.com.au](http://www.meningitis.com.au)

## Mandatory Food Safety Programs

Mandatory Food Safety Programs (FSPs) are proposed for Child Care Centres (CCCs) throughout

Australia that provide meals. The proposal is likely to become mandatory in SA under food legislation in late 2005. **It is expected that CCCs would have 2 years from the mandated date to comply.**

Centres that provide meals that contain potentially hazardous food have been identified as high food safety risk because children aged 4 years and below are generally more susceptible to infection than the average healthy adult, and the symptoms and consequences of food-borne illness can be more severe for young children. In CCCs where meals are prepared onsite the consequence of a failure in food safety management may be food borne illness in some or all of the children.

CCCs that do not provide meals, even if they store and distribute food provided by parents or guardians, are (expected to be) excluded and would not require a mandatory FSP. Whilst care must be taken with the preparation and handling of food for morning and afternoon teas the food safety risk is considered less because these products are mostly not potentially hazardous (cake, biscuits, fruit etc) and/or the time involved is not sufficient to be a food safety risk.

Where parents provide meals the food safety risk is mostly managed by the parents. In these situations and in family day care, in-home care, out of school hours care and vacation care there is not sufficient manageable food safety risk to justify the introduction of FSPs. However, if these businesses provide food as part of their business, they must abide by the requirements of Food Safety Standards 3.2.2 and 3.2.3.

Food Standard Australia New Zealand is planning a national public consultation on this proposal in the first half of 2005.

The Dept of Health (DH) together with representatives from SA's childcare sector has been developing a FSP template specifically for the SA Child Care sector. The template has been drafted and will be trialled at several CCCs before being available to the childcare sector in mid 2005.

CCCs interested in trialling the template or that would like more information can contact Barrie Paynter, Project Officer, Food Safety Programs on 8226 7128 or [barrie.paynter@health.sa.gov.au](mailto:barrie.paynter@health.sa.gov.au).

Information is available at : [www.health.sa.gov.au/pehs/food-index.htm](http://www.health.sa.gov.au/pehs/food-index.htm) go to 'food safety programs'.

*Barrie Paynter  
Senior Project Officer, Food Safety Programs  
Food Section - Department of Health*

# OSHCQA BULLETIN MARCH 2005

## Allocated Hours for QA

- As pressure mounts for services and due dates for self-study draw closer, some people are very worried about process and time.
- There is no definitive allocation of time that can be prescribed because each service is different and will have different areas of improvement to meet.
- For the majority of services the process of preparation should have commenced in mid to late 2003. From that time there should have been a progressive process that culminates when the self-study is due.
- If your service has not followed this process you need to consider how you will move forward effectively to your due date.
- OSHCQA requires services to have policies and handbooks with a process of constant reviews and evaluations. This is all work that should have been occurring in services in the past. The volume of work that is now required will vary according to how effective past strategies have been.
- The preparation for OSHCQA is a task that must include all stakeholders and is ultimately the responsibility of the operator.
- Service staff should not be isolated and the operator should fully understand the requirements and the tasks that are needed for a successful outcome.
- Staff should not be making decisions about the process in isolation. There will be a need for additional time. Any additional time requested must be justified with a plan and associated timelines.

At Network SA we are awaiting an announcement by the Minister that we believe will include extra funding to support OSHC services for a period of time this year in training and support for QA. There are areas that we have identified together with the DECS Project Officers as being high support areas. As soon as this is official we will pass this information onto the sector.

The National Childcare Accreditation Council has a very useful website.

The following may be useful:

- Suggest you check the website fortnightly [www.ncac.gov.au](http://www.ncac.gov.au)
- All publications are available to stakeholders
  - Quality Practices Guide
  - Handbook
  - Workbook
  - Self-study Report
  - OSHCQA Video
  - Training Guide to OSHCQA
- Validation Report available on the website.
- Recent Issues of "Putting Children First" summary of contents.
  - June 2003 communicating with parents, Keeping it safe, OHS&W.
  - September 2003 Professional development, writing an effective continuing plan.
  - December 2003 What does it mean to be a professional, Developing a sun protection policy, protective care.
  - March 2004 Integrating QA into daily life, questions and answer about service philosophy, preparing OSHC QA self-study reports.
  - September 2004 Keeping records of children's progress.

*We look forward to assisting you during the coming year with your OSHCQA questions.*

*Bev Pope, Anne Gawen,  
Kay Thomas, and Teresa Harnett*

# Positions Vacant

Feel like a sea change??

**Kangaroo Island Children's Services is looking for an applicant to fill a fulltime position for a qualified staff member for 11 weeks beginning April 26<sup>th</sup>**

*If you are energetic, motivated and reliable and have the appropriate qualifications, we would love to hear from you!*

*The successful applicant will be supported with Accommodation.*

For further details, please contact Lucy Williams on 85532436.

Written applications including 2 work related referees are to be forwarded to:

Sue Morris, Director  
Kangaroo Island Children's Services  
50 Buller Street,  
Kingscote 5223

*Applications close: March 31<sup>st</sup>*

## **The Neighbourhood Child Care Centre Inc**

Invites Applications for a

**Level 5 Child Care Worker  
Permanent  
(38 hour week)**

Requirements:-

Qualified (DECS approved)

Appropriate qualifications are essential with experience using the SACSA Framework and QIAS plus a Senior First Aid certificate.

Experience working with 3 months to school age children.

Written Application including two referees are required by 6.00pm Friday 4<sup>th</sup> March 2004

The Director

The Neighbourhood Child Care Centre Inc  
2B Keegan Street  
Mount Gambier S.A. 5290

## **MODBURY COMMUNITY CHILD CARE CENTRE**

**TEAM LEADER LEVEL 5  
FULL TIME PERMANENT POSITION**

Seeking an enthusiastic, experienced child care educator with a high degree of communication, team work and leadership skills to work in a high quality Centre.

Letter of application to also include resume and 3 references/referees addressed to:

The Director,  
Modbury Community Child Care Centre  
118 A Smart Road, Modbury 5092

Job descriptions may be collected from the Centre.  
To also be advertised on March 19<sup>th</sup> in the Advertiser.

District Council of  
**ROBE**

## **ROBE MOBILE CHILD CARE**

*Work & play by the sea?*

### **Qualified Child Care Worker Level 4-5 Permanent Position**

*We are seeking an enthusiastic, energetic person to be part of our innovative service.*

The successful applicant will have:

- Qualifications in Childcare/Early Childhood
- Current First Aid and Driver's Licence
- Agree to Police check and Mandatory Training

This Position offers:

- Above CC award wages (MOA2)
- Friendly supportive staff team
- Flexible roster

Written applications addressing job specifications by 5.00pm, Wednesday 16th March, 2005.

Address to: Robyn Paterson  
Manager of Children's Services Robe  
PO Box 1, Robe SA 5276

*For further enquiries, job specs, please ring  
Paula on (08) 8768 2003 or email on paula@robe.sa.gov.au*

District Council of  
**ROBE**

## **Vacation Care Coordinator (Level 6)**

*Vacations by the sea?*

*We are seeking an enthusiastic, organised qualified person to be part of our established service.*

The successful applicant will have:

- Qualifications in Childcare/or Education /or other DECS approved courses
- Current First Aid and Driver's Licence
- Agree to Police check and Mandatory Training

This Position offers:

- Above award rates (MOA level 3)
- Established service, conducted 11 weeks of the year
- Minimum of 38 hours during vacations is anticipated.

Written applications addressing job specifications by 5.00pm, Wednesday 16th March, 2005.

Address to: Robyn Paterson  
Manager of Children's Services Robe  
PO Box 1, Robe SA 5276

*For further enquiries, job specs, please ring  
Paula on (08) 8768 2003 or email on paula@robe.sa.gov.au*

## Positions Vacant

### Murray Bridge Child Care Centre

#### Positions Vacant

We are urgently seeking caring, experienced, professional **Level 4/5 qualified child care workers for relief positions** in our busy non-profit, community based centre.

Applicants must have Children's Services recognized qualifications; knowledge of Accreditation and SACSA Framework is desirable. The ability to work flexible hours an advantage.

Applications in writing including the names and phone numbers of two work related referees by April 15<sup>th</sup> 2005 to:

The Director  
Murray Bridge Child Care Centre  
PO Box 586  
Murray Bridge SA 5253

Enquiries to: Anne on 8532 4094 between 9:00am & 4:00pm.

### Hallett Cove R12 School Out of Hours Care

Hallett Cove School OSHC is currently seeking casual qualified staff to be a part of our team.

We are seeking a well-organised, flexible person who is enthusiastic and dedicated to the provision of high quality child care in Before School, After School and Vacation Care programs.

We are particularly looking for someone to work at least three mornings a week in Before School Care and Tuesdays in After School Care.

DECS qualifications and experience with 5-12 year olds is essential.

Contact Hallett Cove School Out of Hours Care for more information on 8381 3761

### MACKINNON PARADE CHILDREN'S CENTRE INC

#### L6 Assistant Director

We are seeking a self motivated and experienced person with proven leadership and organisational skills to work in our (3-5) Kindy Room. Must be able to develop, plan, implement and evaluate appropriate programs (SACSA) of care and education in relation to the children's developmental growth. Must also be capable of managing the centre in the absence of the Director.

The ability to accept responsibility and to be part of a team is essential.

Clear knowledge and experience of Accreditation process and a current Senior First Aid Certificate is required.

Over and above award wages will be offered.

For a job and person specification please phone 8267 2270.

Applicants including 2 professional referees to be addressed to:

**The Director**  
**Mackinnon Parade Children's Centre Inc.**  
**148 Mackinnon Parade**  
**NORTH ADELAIDE SA 5006**

Applications close by: 14/3/05

## ASSOCIATIONS

### Childcare South Australia Inc

Meetings are held on the 3rd Monday of the month (4th if the 3rd is a public holiday) at the Education Centre, Milner St, Hindmarsh at 7.30pm.

Postal address: P.O. Box 406 Hindmarsh SA 5007.

Email [accsa@internode.on.net](mailto:accsa@internode.on.net).

Phone: 0407 580 645

### OSHC Association

Meetings for all OSHC staff, parents and advisory committee members are held at Education Department Centre [EDC] Milner Street Hindmarsh or Network SA at the Parks Community Centre, Trafford Street, Regency Park at 10 -12.00 noon in weeks 3 and 8 on the Tuesday.

For further information contact the Chairperson, Teresa Harnett, on 0411 558 050.

### National Association of Community Based Children's Services (SA)

Meetings are held on the 1st Tuesday of each month at 9.30am at the Gowrie Training Centre.

For further information contact Deb on 8231 0941 or by fax on 8231 0949.

### South Australian Association of Community Based Child Care Centres

Meetings are held on the 3rd Tuesday of each month at 9.30am. at the Gowrie Resource Centre.

For further information contact Lynne Rutherford on 8222 5880.

The Network SA Update is funded by the Commonwealth Department of Family and Community Services (FaCS)

**Editor:** Michelle Brereton

**Contributors:** Teresa Harnett, Kay Thomas, Greg Stevens, Michelle Brereton & Barrie Paynter.

ABN : 55 025 418 476.

Network SA and ARMSU are located at The Parks Community Centre, Trafford Street, Angle Park. Enter from Trafford St (car park 4) and follow the path to the centre of the complex. We are in the 2nd building on your left, opposite the Health Centre.