



Network Meeting 2020
Presenter: Chiang Lim, Chief Slave

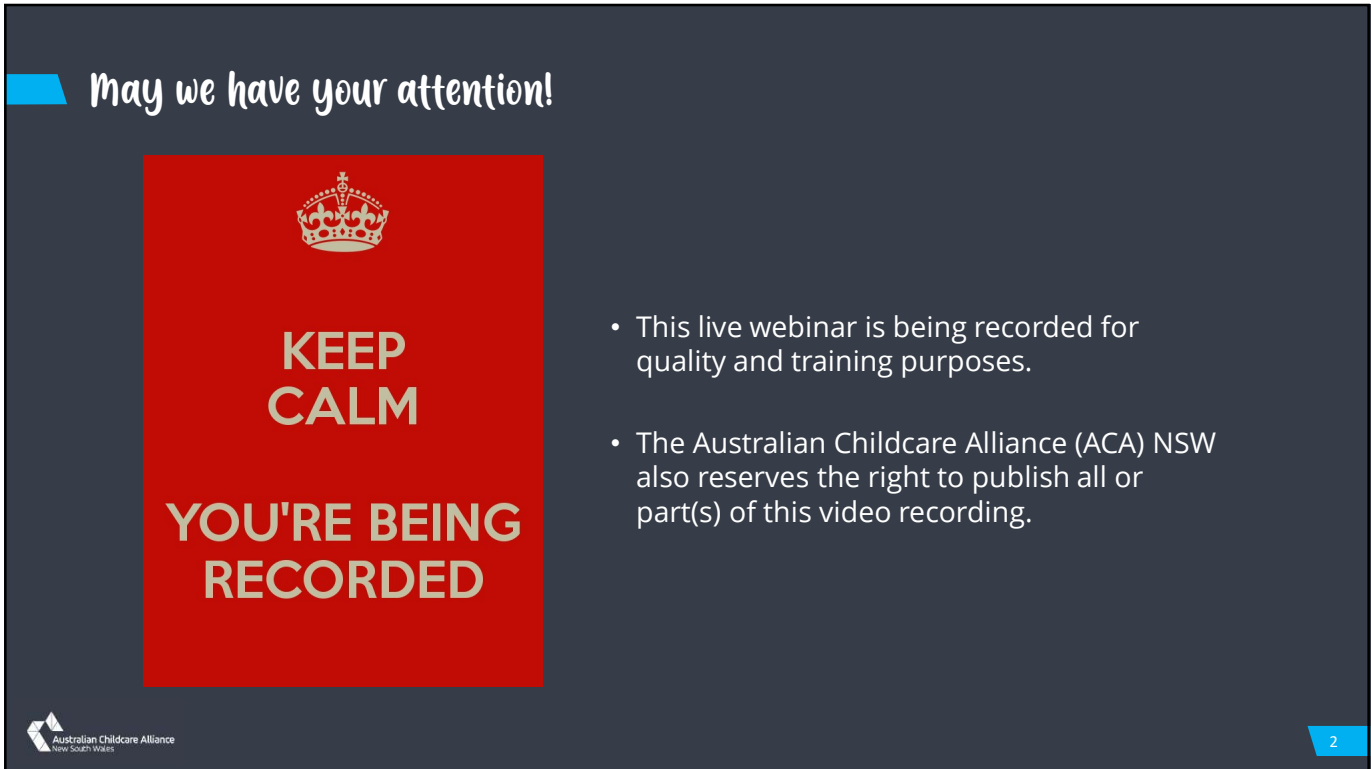
Monday, 1 June 2020
Via Live Webinar

We will start at
6.30 pm
AEST




Australian Childcare Alliance
New South Wales

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May we have your attention!



- This live webinar is being recorded for quality and training purposes.
- The Australian Childcare Alliance (ACA) NSW also reserves the right to publish all or part(s) of this video recording.

Australian Childcare Alliance
New South Wales

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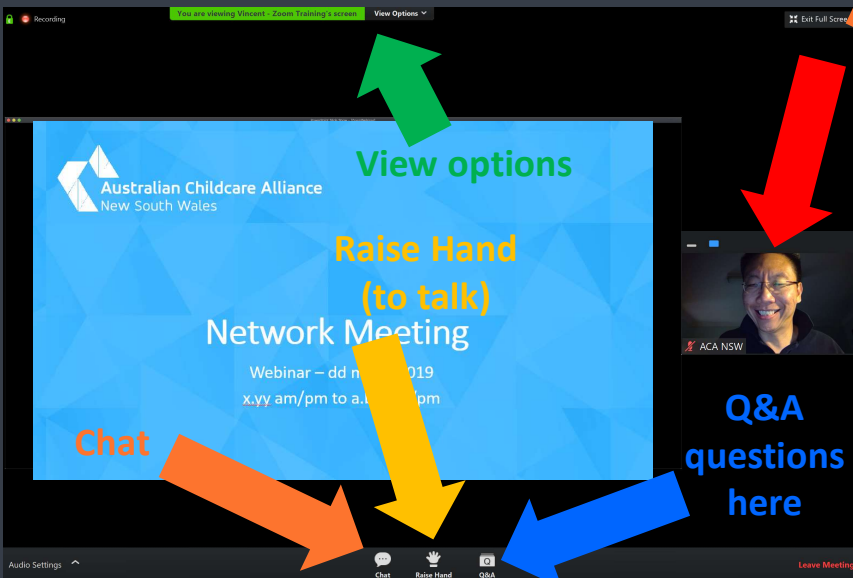
How you will access these presentation slides?



- A copy of these slides will be e-mailed to you within the first 10 minutes of the presentation.
- You can download the slides via the link provided for the next 2 weeks.
- ACA NSW members can view the video recording this presentation via the ACA NSW website upon login via <https://nsw.childcarealliance.org.au/events/network-meetings-2020> and access the corresponding presentation slides for each session.

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Using Zoom ...



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Etiquettes

- Don't be shy. Please feel free to pose any questions – at any time.
 - We will try and answer as many of them as possible.
 - There are no wrong questions.
- Be respectful of others.



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About ACA NSW ...

- About 600 members
 - privately-owned long daycare operators
 - privately-owned out-of-school-hours-care operators
 - not-for-profit long daycare operators
 - not-for-profit out-of-school-hours-care operators
- Representing 55.62% of private LDCs and OSHCs
 - Over 1,600 services
 - Over 25,000 employees
 - Supporting over 125,000 children and their families



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About ACA NSW ...

- Run 29 Network Meetings per year (now 35 for 2020, with more if required)
- <https://nsw.childcarealliance.org.au/events/network-meetings-2020>
- Free* for ACA NSW members (*\$10 for non-attendance), \$40 pp for non-members
 - **Live Webinars:** 9 Mar, 3 Apr, 6 Apr, 8 Apr, 9 Apr, 14 Apr, 16 Apr, 27 Apr, 4 May, 11 May, 18 May, 15 Jun, 22 Jun, 24 Jul, 10 Aug, 11 Sep, 19 Oct
 - **Greater Sydney:** 3 Feb (Parramatta), 10 Feb (Blacktown), 2 Mar (Lower North Shore), 3 Aug (Blacktown), 17 Aug (Sutherland), 14 Sep (Parramatta), 12 Oct (Lower North Shore), 2 Nov (Sutherland)
 - **Central Coast:** 16 Mar, 27 Jul
 - **Illawarra:** 24 Aug
 - **Newcastle:** 20 Jul, 16 Nov
 - **Coffs Harbour:** 17 Feb, 1 Jun, 21 Sep



Australian Childcare Alliance
New South Wales

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About ACA NSW ...


- National Law & National Regulations advice
- Industrial Relations advice
- Family dispute (CCS & ACCS) & Centrelink advice & assistance
- Immunisation advice
- Fair Work Ombudsman assistance
- Local Council and development applications advice
- Jury duty assistance
- Educational programming assistance
- Telecommunications advice
- Electricity savings
- ... and more! Just try us.

8.19 / 10

Members' Satisfaction Score
(as of 6 March 2020)

<https://nsw.childcarealliance.org.au/membership/testimonials>

86 testimonials to date since October 2017



Australian Childcare Alliance
New South Wales

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Guild Insurance & Guild Early Learning

- #1 business insurance – Guild Insurance (www.guildinsurance.com.au | 1800 810 213)
 - Largest provider for early childhood education sector
 - Dedicated account manager
 - Most reliable and comprehensive cover
- #1 workers compensation insurance – Guild Early Learning (iCare is now #2) (www.guildinsurance.com.au/workers-comp/nsw | 1800 810 213)
 - Most competitive premiums
 - Dedicated account manager
 - Free Work Health and Safety on-line tools to ensure compliance and gain further discount
 - Expert Advisory Board to ensure fastest return-to-work for staff possible



Better Certificate III & Diploma courses

- Over 130 graduates via Early Education and Care College (www.eecc.com.au) (powered by Kool Kids Training College (www.kkctc.com.au | 1300 048 133))
- Designed by Approved Providers for Approved Providers
 - CHC30113: Certificate III in Early Childhood Education and Care (RRP: \$142 per unit, \$2,556 for the whole course)
 - CHC50113: Diploma of Early Childhood Education and Care (RRP: \$176 per unit, \$4,928 for the whole course)
- Free for eligible students via NSW Smart & Skilled training
- On-line monitoring of student activity, including reporting to APs
- Visit every 3 weeks by individualised trainer
- No ticks-and-flicks





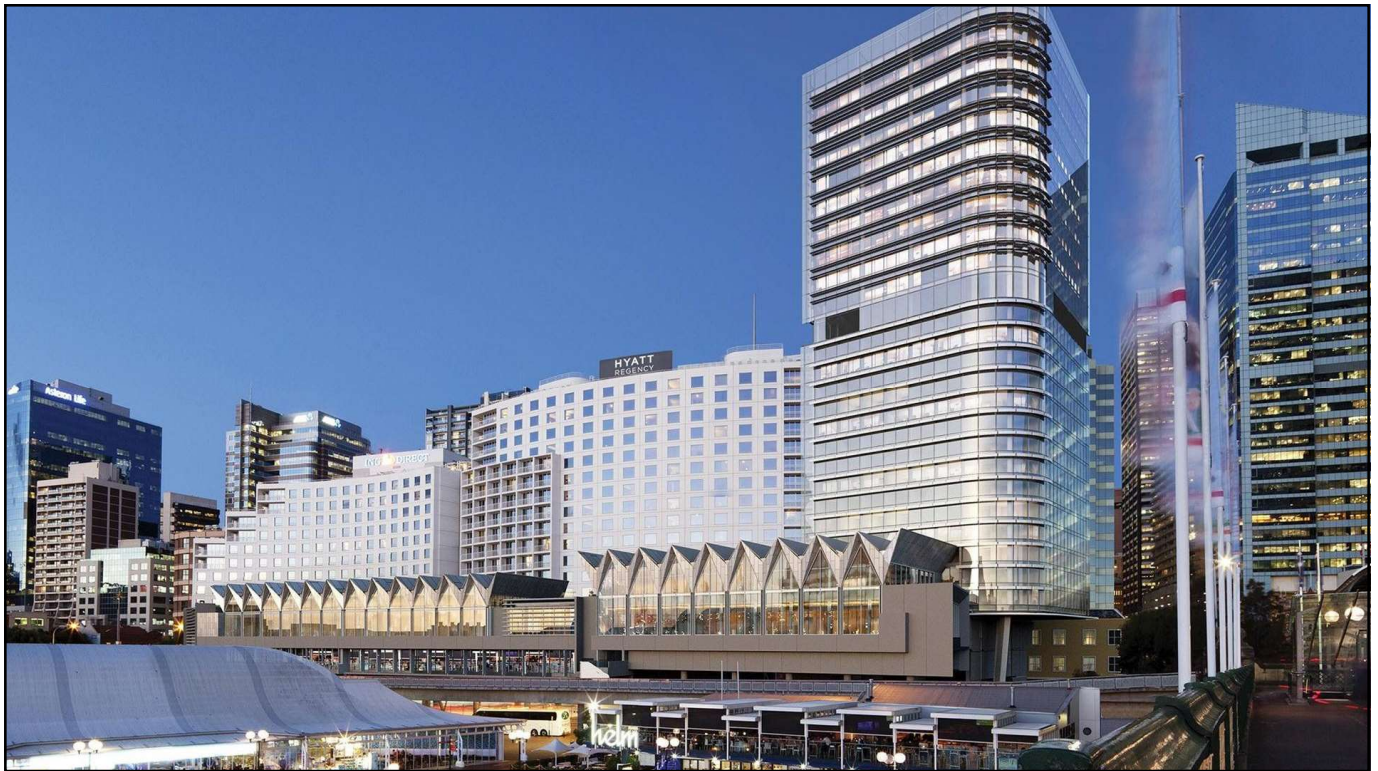
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<https://nsw.childcarealliance.org.au/events/eece2020>

Excellence in Early Childhood Education Awards 2020

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Excellence in Early Childhood Education Awards 2020

- www.nsw.childcarealliance.org.au/events/eece2021
- Largest ECEC awards programme in NSW (and arguably in Australia)
- Important dates:
 - Nominations Open – Deferred to 2021
 - Nominations Close – Deferred to 2021
 - Gala Night – 2021
- 2019 event **SOLD OUT** with 488 attendees and 120 on the waiting list.
- Gala Night tickets from \$25 pp (instead of \$135-\$140 pp) if special webinars set purchased (\$125 pp) via Start Strong funding.



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Wheels on the Bus Tours

- In 2018 and 2019, there were 8x **SOLD OUT** tours.
- <https://nsw.childcarealliance.org.au/events/2020-bus-tours>
- Visiting 3 Exceeding rated Long Daycare services
- Lunch and drinks provided
- \$110 inc GST for members
- \$179 inc GST for non-members
- Saturday, 28 March 2020
- Saturday, 13 June 2020
- Saturday, 29 August 2020
- Saturday, 7 November 2020
- From 9.30 am to 4.00 pm



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Quickies (ie training)

- Time poor?
- \$80-\$100 inc GST for ACA NSW members
- \$140-\$170 inc GST for non-members
- ~~Face to face~~ | Live Webinars | Webinars-on-demand
- www.nsw.childcarealliance.org.au/events/quickies-2020



1. Help with NSW's service provider approval process
2. Maximising & managing staff performance ... LEGALLY
3. Secrets of the "new" A&R
4. Creating the best possible QIP/Self-Assessment Tool submission for the "new" NQF
5. Multiplying success after your first Service - the foundational elements to replicate success
6. Improving Services from Fair to Fantastic!
7. Getting the CCS Application Process to work for services and families
8. How to ensure you are ready for a spotcheck/compliance visit
9. How to create best of class policies and documentation
10. How to design successful Early Childhood Education and Care Centres
11. How to recruit like a professional recruiter (webinar-on-demand only)
12. Workplace Mental Health Training (webinar-on-demand only)



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Quickies (ie training) – Webinars-on-Demand

Authorised Officer: "Hello, May I come in?"

How to ensure you are ready for a spotcheck/compliance visit

Creating the best possible QIP/Self-Assessment Tool for the "new" NQF

Policies Procedures Forms

How to ensure approved providers have the best policies & documentation

"I know that the value of my service is good. But can I prove it or make it even better?"
A thought for every Approved Provider

Improving Services from Fair to Fantastic

Multiplying Success After Your First (Childcare) Service

Getting the Child Care Subsidy (CCS) Application Process to work for services and parents

How to design successful early childhood education and care services

Help with the NSW Service Provider Approval Process

Managing & Maximising Staff Performance ... LEGALLY

SICK-LEAVE

Helping you keep up with the ever-changing industrial laws, decisions and even lawsuits!

<https://nsw.childcarealliance.org.au/resources/webinars-on-demand>

And there's still more!

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What's currently on ACA NSW's plate

- Fair Work Commission – Unions' applications to increase staff labour costs
 - Universal Access (C'th) / Start Strong (NSW) funding for 3 & 4 year olds
 - Dysfunctional Assessment & Ratings
 - Child Care Subsidy
 - ABCB's proposed Fire Regulations
 - 0-5 year old ECT degrees
 - National School Starting Age
 - Tax deductibility of childcare fees
 - Review of the National Quality Framework
 - Childcare Oversupply
 - NSW Payroll Tax
 - Local Councils and SEPP
 - Recruiting degree qualified ECTs
 - NSW's Enhanced Approval Process
 - Outstanding reforms for OSHC
 - Excellence in Early Childhood Education Awards
 - Simulated Outdoor Spaces
 - Centralised Debtors Database
- ... and more. **Feel free to ask.**

Proposed Agenda

- 1 Update on the Relief Package, JobKeeper Payments, PAYG Cash Grants, Supplementary Funding, Fair Work Act changes and the ATO's "automatic eligibility"
- 2 What related tools and resources are available ACA NSW members
- 3 Potential proposals for improvements to the Federal Government
- 4 Union's COVID-19 "rules" initiative and ACA NSW & members response tool
- 5 Grants Watch – for COVID-19 and more
- 6 Update on proposed star rating, NSW Payroll Tax, NSW (Approved Providers') Approval Process, new fire regulations for 2021 and childcare oversupply

Today's announcement of an extension of the Relief Package?



<https://www.9news.com.au/national/free-childcare-could-be-extended-after-government-coronavirus-response/39f2ac1b-0c0b-41cd-b571-4c01bb34d030>

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What did the Australian Childcare Alliance ask for?

- Paying subsidies of 85% up to the CCS hourly rate based on bookings as at the week ending 1 March 2020.
- The capacity to waive gap fees for families absent through this period.
- Amend the Cessation of Care requirements to allow absences to be paid on the last day of attendance.

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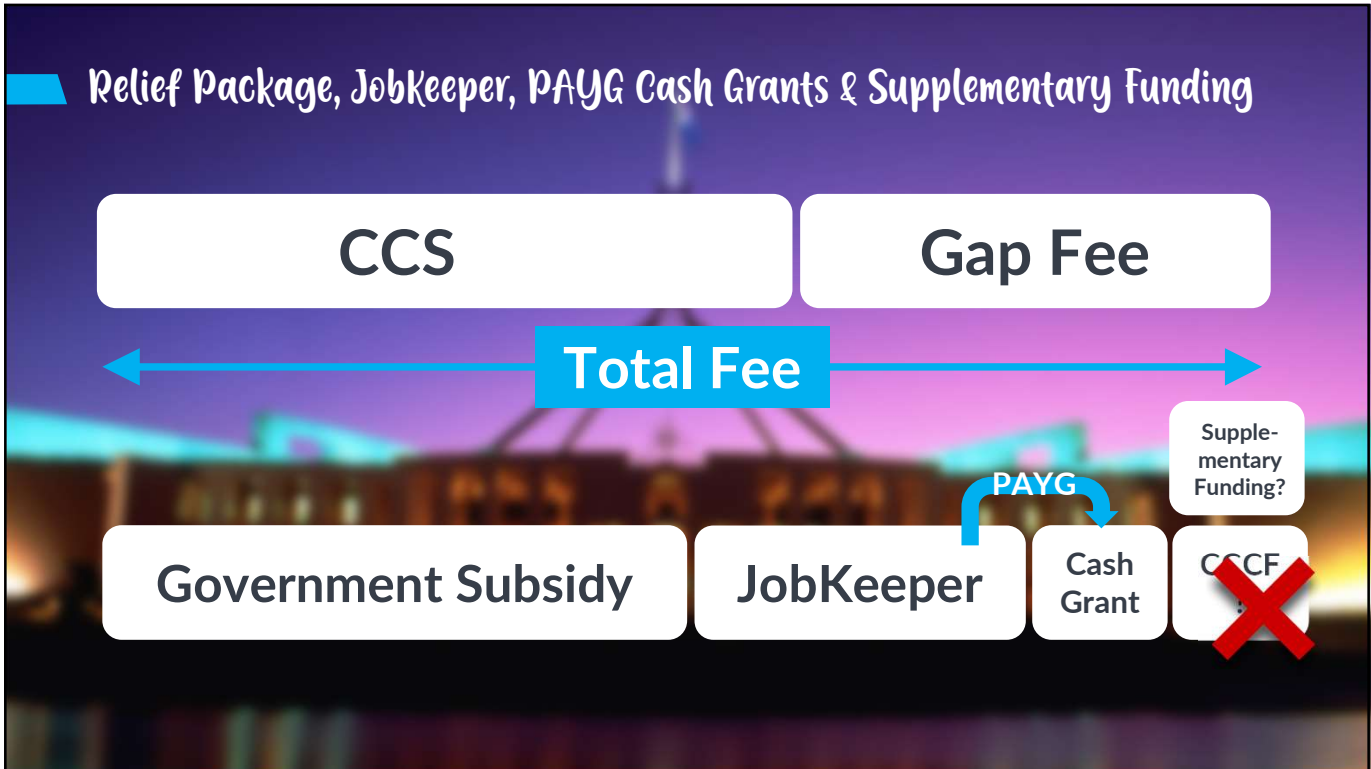
Early Childhood Education and Care Relief Package (2 April 2020)

3-months to begin with

- You CAN opt-out of the Federal Government's Relief Package.
- You need to UPDATE the Federal Department of Education about any/all increases in enrolments (beyond 17 February to 1 March 2020) in order to receive additional funding VIA THE ON-LINE APPLICATION FORM.
<https://www.dese.gov.au/covid-19/childcare> released @ 9.23 pm, 9 April 2020.
- The Community Child Care Fund ended applications on 3 April 2020.
- No parent contribution allowed.

First Relief Package (weekly) payments were distributed due on Thursday, 9 April 2020.

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding

JobKeeper Payments or **Supplementary Funding**

For staff who do not qualify for JobKeeper Payments

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Early Childhood Education and Care Relief Package (2 April 2020)

- Not designed to generate 100% of services' revenue prior to COVID-19 on the government's assumption that most services would be generating operating surpluses during this time.
- It will impact every service differently.
- Those who may be more negatively impacted include:
 - Those with payroll expenses in excess of 75% of revenue.
 - Those with lease costs that exceed 15% of revenue.
 - Those who are charging considerably higher than the hourly rate cap.

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



<https://nsw.childcarealliance.org.au/latest-news/ecec-relief-package-explained>

- 2x explainer videos
- 1x lawyer's video
- 3x calculators
- Links to government and non-government information



<https://nsw.childcarealliance.org.au/news/810-ato-clarifies-ecec-sector-s-eligibility-for-jobkeeper-payments>

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding

*Australian Tax Office: I can confirm that we **do not** consider the Business Continuity Payment and Exceptional Circumstances Supplementary Payment made by the Department of Education, Skills & Employment (DESE) to a childcare provider (under the Early Childhood Education & Care Relief Package) consideration for a supply.*

The conditions that are set for these payments are eligibility requirements rather than the entering into any legally binding obligations. There are no legally binding obligations to provide a service or to spend the money in a particular way. In accordance with GSTR 2012/2 we do not consider these payments are consideration for a supply.

Accordingly, the payments would not be included by a childcare provider in calculating their projected GST turnover for the purposes of the JobKeeper provisions.

22 April 2020

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



Useful links & information about JobKeeper Payments for employers



Australian Government
Australian Taxation Office
... and more!

<https://nsw.childcarealliance.org.au/news/808-useful-links-information-about-jobkeeper-payments-for-employers>



JobKeeper Payments Q&As



<https://nsw.childcarealliance.org.au/news/807-jobkeeper-payments-q-a>
Answers to 31 questions



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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



Emergency Management Plan 2019/20 including infectious diseases
Members can download here.



<https://nsw.childcarealliance.org.au/blog/780-template-emergency-management-plan-2019-2020>





Novel Coronavirus Watch



Supporting services through the Coronavirus Pandemic

<https://nsw.childcarealliance.org.au/latest-news/novel-coronavirus-watch>

- Social media tiles
- Links to all government and non-government information

CLOSING SOON

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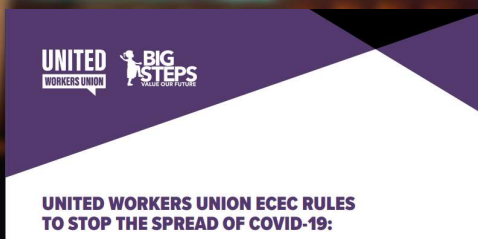
Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



<https://nsw.childcarealliance.org.au/news/811-members-only-letter-for-staff-or-union-in-response-to-their-covid-19-initiative>



- Legal letter for members' use to respond to union's COVID-19 "rules"



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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



<https://nsw.childcarealliance.org.au/news/801-new-government-protections-for-commercial-tenants>

14 mandatory principles



<https://nsw.childcarealliance.org.au/news/814-legal-update-commercial-leases-new-leasing-related-nsw-regulations>

- Lawyers' video explaining NSW's newest Regulations on leasing
- Lawyer written template letter to begin commercial renegotiation



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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



- Federal Government and Federal Department of Education found to be giving conflicting advice about what you can and cannot charge parents.

- ✓ Late fee (if was previously charged)

- ✗ Gap fee
- ✗ Bond
- ✗ Incursion/Excursion
- ✗ Administration fee

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



DATE	Payment Type
1 April 2020	CCS Payment for 23-27 March 2020
8 April 2020	CCS Payment for 30 March – 3 April 2020
9 April 2020	First Business Continuity Payment (Relief Package) for 6-10 April 2020
16 April 2020	Double Business Continuity Payment (Relief Package) for 13-18 April 2020 AND 22-26 June 2020
23 April 2020	Single Business Continuity Payment (Relief Package) for 20-24 April 2020
30 April 2020	Single Business Continuity Payment (Relief Package) for 27 April – 1 May 2020

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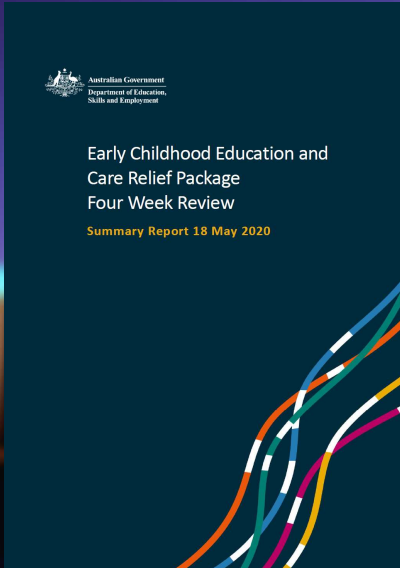
Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding

- **Federal Government Survey:**
 - 24 April 2020 – 1 May 2020 (54% of sector or about 8,424 services responded)
- **Rapid Follow-up Federal Govt Survey:**
 - Due 9 am on Thursday, 21 May 2020
- **ACA/ACA NSW Surveys:**
 - “Open Mic” – 29 April 2020 to 3 May 2020
 - Quantitative – 4 May 2020 to 6 May 2020

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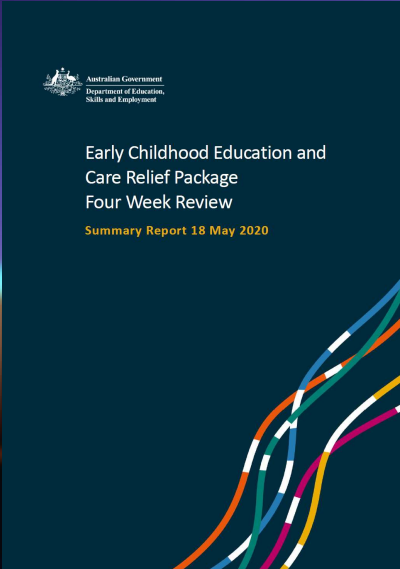
Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



- 7,301 (ie 54% of 13,535 services) responded
- Objective has been achieved:
 - 99% (or 13,400 services) still operational as of 8 May 2020
 - 86% of services: “to stay open”
 - 76% of services: “to remain financially viable”
 - 86% of services: “to retain staff”
 - 87% of services: “to provide childcare to children of essential workers and vulnerable children”
 - 80% of services: “to keep children enrolled”

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



- Repeated reference to then non-intervention of JobKeeper
- Attendance rates were about 63% of reference period level
- Widespread concern about post 28 June 2020 about how to deal with:
 - the increased demand
 - the anticipated social negatives when "fee-free" childcare is withdrawn
- <https://nsw.childcarealliance.org.au/news/878-release-of-summary-report-of-ecec-relief-package-four-week-review>

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



- Increasing the 50% subsidy of fees
- Higher frequency of payment to improve cashflow
- Concerns about the Supplementary Funding process
- How to include overseas staff into JobKeeper
- Guidelines on how to relax qualifications and ratios requirements
- Paying for ECTs (up to 4 F/T in NSW vs up to 2 P/T elsewhere)
- Ability to charge parents in some circumstances

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Relief Package, JobKeeper, PAYG Cash Grants & Supplementary Funding



- Speculated changes (after 30 June 2020?):
 - Decreasing amounts from \$1,500/fortnight to \$1,200, \$900, \$600, \$300/fortnight?
 - Changing to a percentage of full-time and part-time pay? (eg UK model)
 - Transferring the “excess” to non-eligible employees (eg NZ model)
 - Targeted support for small businesses (eg 20 workers or fewer)
- Senate Committee on COVID-19
 - Closing date of submissions is 28 May 2020

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Straw Poll: Which model do you support for post 28 June 2020?

- Broadly, two options are available:
 - Return to the Child Care Subsidy System (with tweaks)
 - “Short term continuation” of a better version of the Relief Package
- Need to “avoid” Parliament due need for speed of delivery of solution
- Mindful that many services across Greater Sydney, regional NSW, and across Australia that at not at even 63% attendance.
- And what if:
 - There is a second wave of COVID-19?
 - There is no return to the Relief Package?

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Straw Poll: Which model do you support for post 28 June 2020?

Return to CCS:

- Benefits:
 - No need to go back to Parliament
 - Removal of funding limit subject to enrolment & attendances
 - Immediate ability to increase revenue
- Risks:
 - Different recovery speeds across Greater Sydney, NSW and Australia.
- Must retain JobKeeper till Sept

- Requests for "tweaks":
 1. Advance notice of changes
 2. Increase ceiling subsidy rate (>85%)
 3. Lower floor subsidy rate (<20%)
 4. Temporary removal of CCS cap
 5. "Actively Looking for Work" exemption
 6. Realistic ACCS Temporary Financial Hardship assessments
 7. Extending ACCS Transition to Work funding
 8. Greater flexibility for ACCS Child Wellbeing provisions/requirements
 9. Ability to waiver gap fees for children who are absent
 10. Allow for an increase in the number of allowable absences

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Straw Poll: Which model do you support for post 28 June 2020?

Temporary "continuation" of Relief Package:

- Benefits:
 - No need to go back to Parliament
 - Reliability of funding if attendances are significantly low
- Risks:
 - Funding model does not work when demand increases above ~60%.
- Must retain JobKeeper till Sept

- Requests for "tweaks":
 1. Advance notice of changes
 2. Substantive increase to base payment above 50%
 3. Allow services to charge a gap fee
 4. Use a different reference period to calculate base payment
 5. Allow services to propose an alternate reference period
 6. A significantly improved process for Exceptional Circumstances for Supplementary Funding
 7. Apply a different base payment for new service because they are not eligible for JobKeeper or have a low proportion of JobKeeper eligible employees.

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Straw Poll: Which model do you support for post 28 June 2020?

**Return to the
Child Care Subsidy
(original version)**

**Continuation of
Relief Package
(as is)**

**Return to the
Child Care Subsidy
(tweaked version)**

**Temporary
"continuation" of
Relief Package
(tweaked version)**

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Straw Poll: Which model do you support for post 28 June 2020?

June 2020						
SUN	MON	TUE	WED	THU	FRI	SAT
21	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

Child Care Subsidy Amendment (Coronavirus Economic Response Package) Minister's Rules 2020:
<https://www.legislation.gov.au/Details/F2020L00295>

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Grants Watch



<https://nsw.childcarealliance.org.au/services/grants-watch>



- New ACA NSW member benefit
- For ANY early childhood education and care service provider
- Updated every week
- 7 grants are open. 5 closed.
- Minimum grant: Up to \$10,000
- Maximum grant: Up to \$30,000 as well as no-limit.

Controversy from SafeWork Australia vs SafeWork NSW



<https://nsw.childcarealliance.org.au/news/840-clarification-safework-nsw-on-social-distancing-in-ecce-services>



- SafeWork Australia referred to 4 m² per person in all workplaces (<https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/early-childhood-education/physical-distancing>).
- SafeWork NSW said: *"gatherings at childcare facilities are not subject to restrictions on how many people (including adults or children) can be on the premises (i.e they are generally exempt)"*.
- SafeWork NSW's statement aligns with NSW Department of Education's statement.

Clarification from the NSW Department of Education



<https://nsw.childcarealliance.org.au/news/837-clarification-new-licence-terms-for-oshcs-lDCs-on-public-school-grounds>



- NSW Department of Education's terms for licensing:
 - OSHC services on public school grounds: 5+3 years
 - LDC services on public school grounds: 5+5 years
- Process exists to discuss extension beyond 5+3 years subject to extenuating economic case

NSW Department of Education's proposed star rating

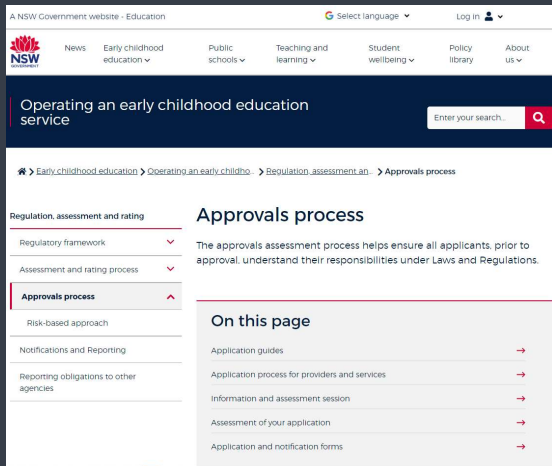
- ACA NSW has shared legal advice with the NSW Minister and NSW Department of Education on 1 May 2020.
- NSW Government finally responded on 26 May 2020 that they can because there is no prescribed format.
- <https://nsw.childcarealliance.org.au/news/875-nsw-department-of-education-clarifies-its-choice-to-introduce-its-nsw-star-rating-beginning-1-july-2020>.

BACKGROUND:

- Announced in November 2019
- ACA NSW publicly opposed it in November 2019
- Planned to begin 1 July 2020 onwards



NSW Department of Education's Approval Process



- ACA NSW has requested clarification about their consistency of candidates undergoing their (Enhanced) Approvals Process for Approved Providers (existing and new)

BACKGROUND:

- Introduced on 1 July 2016
- All owners, company directors, members of the P&C committees, had to be "tested"
- Changes to corporate structures or personnel also had to be "tested"

Anticipating new Fire Regulations in 2022

- Australian Building Codes Board (ABCB) soon to appoint fire engineer consultant to develop new fire regulations for ECEC services in high-rise and multi-storey buildings.

BACKGROUND:

- ABCB's proposed fire regulations in 2019 risked imposing **ALL** new/existing ECEC services to have sprinklers, dedicated fire corridors, etc.
- After input from ACA NSW and others, ABCB withdrew their proposed regulations and recommenced proper consultation.



Update: Childcare Oversupply

- Federal Minister for Education, the Hon Dan Tehan MP, confirms receipt of ACA NSW's proposal.
- Proposal was to enable release of aggregated quarterly statistics of attendances to help inform prospective new entrants.
- Minister Tehan's Office wrote to ACA NSW saying they will consider this post COVID-19.



Proposal to abolish NSW Payroll Tax



- NSW Treasurer Perrottet proposes to abolish NSW Payroll Tax
- \$150m will be saved annually by 1,945 ECEC services.
- Proposal is anticipated to be announced as part of May 2020 budget at NSW Parliament.



BACKGROUND:

- ACA NSW has been advocated for increasing the threshold to at least \$2m.
- NSW Government decided to increase the threshold from \$500,000 to \$1m by 30 June 2021.

What more can be done by the NSW Government during COVID-19?



NSW Government asks ACA NSW members' ideas for additional support & regulatory changes

- NSW Deputy Premier, NSW Treasurer and NSW Minister for Customer Service are seeking ACA NSW members' ideas on what more can be done by the NSW Government during COVID-19, primarily on:

- Health & safety mitigation
- Regulatory reform

- Members are welcome to provide feedback via

<https://nsw.childcarealliance.org.au/news/843-invitation-by-nsw-government-to-help-improve-nsw-s-ecce-sector>



Before we wrap up ...


Did we miss anything?



Australian Childcare Alliance NSW

Thank You! And we would appreciate your feedback.

If you have any questions, please contact us via
1300 556 330 or nsw@childcarealliance.org.au



Don't forget to add your contact details if you need any follow-up.
We haven't perfected mental telepathy yet.

