



Network Meeting 2020
Presenter: Chiang Lim, Chief Slave

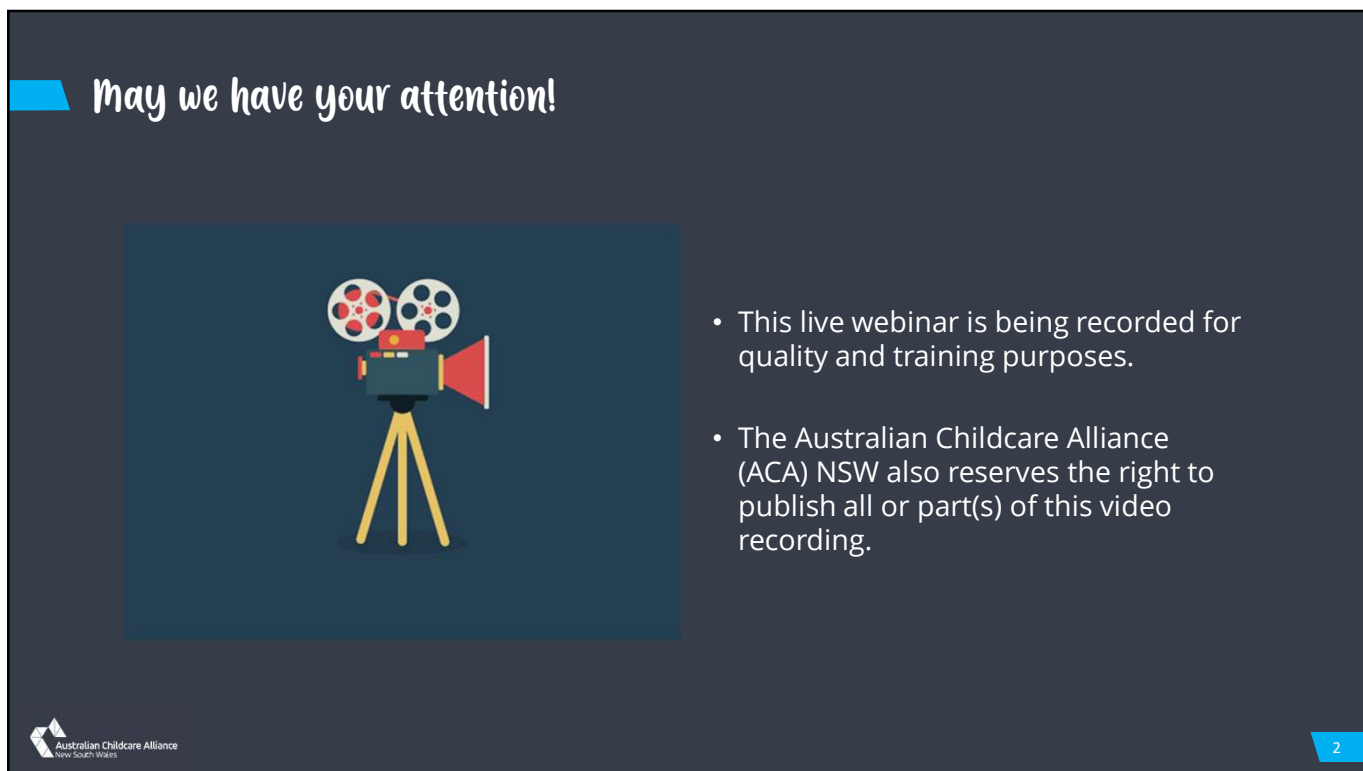
Monday, 22 June 2020
Via Live Webinar

We will start at **6.30 pm AEST**




Australian Childcare Alliance
New South Wales

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May we have your attention!



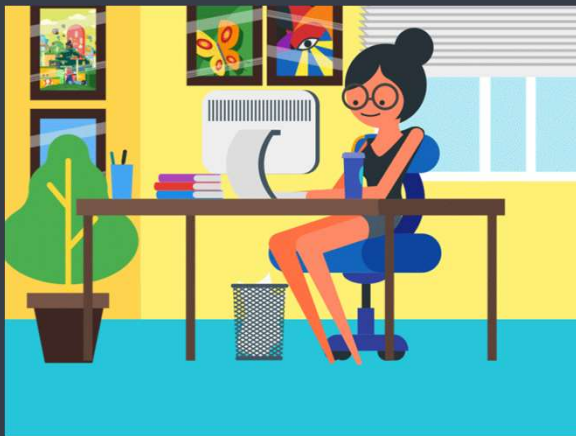
- This live webinar is being recorded for quality and training purposes.
- The Australian Childcare Alliance (ACA) NSW also reserves the right to publish all or part(s) of this video recording.

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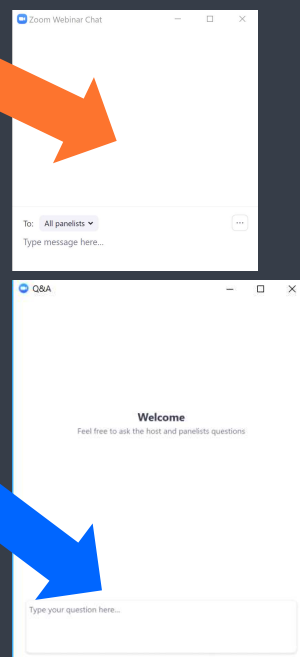
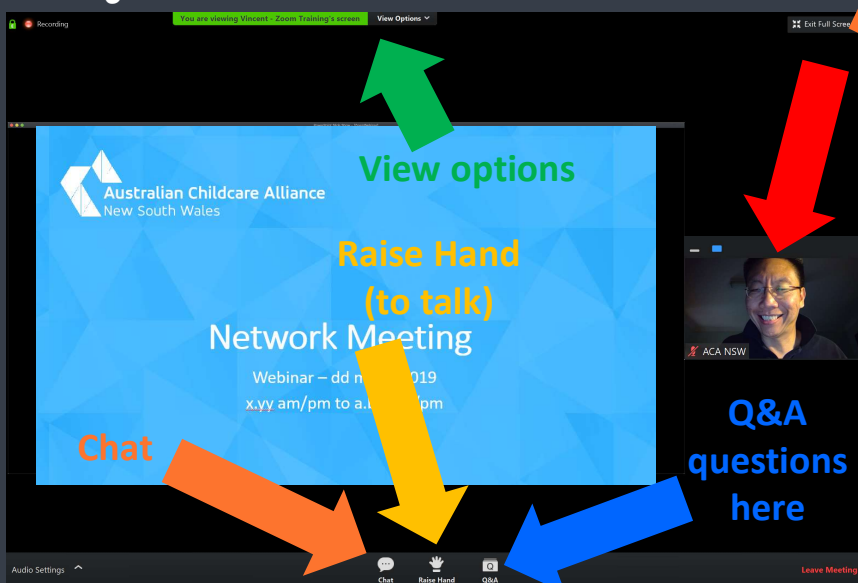
How you will access these presentation slides?



- 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 of this presentation via <https://nsw.childcarealliance.org.au/events/network-meetings-2020>.

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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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New South Wales

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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



Australian Childcare Alliance
New South Wales

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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.

8.27 / 10

Members' Satisfaction Score
(as of 1 June 2020)

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

185 testimonials to date since October 2017



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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





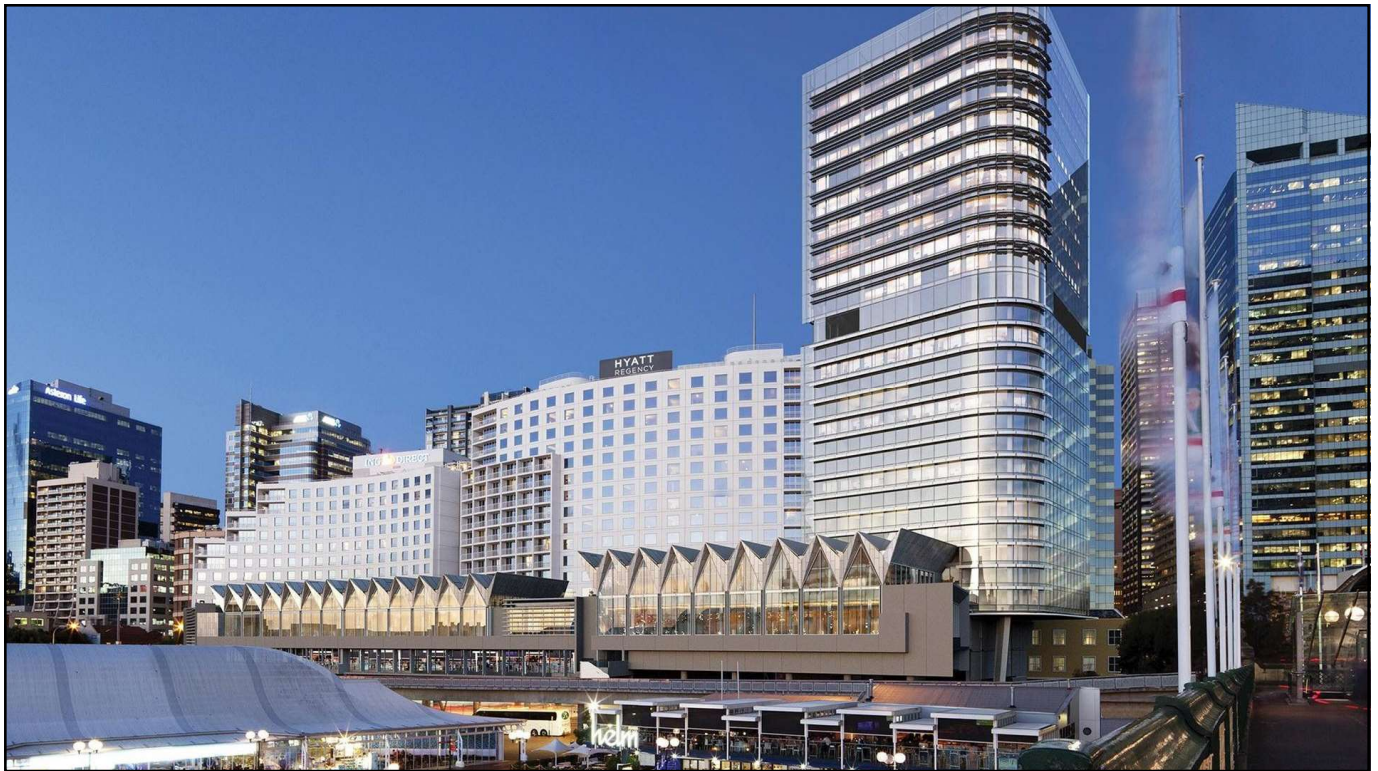
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 A large group of people, mostly women, are on a stage holding up circular awards. They are smiling and some have their arms raised. In the background, a banner reads 'EXCELLENCE IN EARLY CHILDHOOD'. A large, white, tilted banner with red text is overlaid on the image, stating 'RESCHEDULED TO 2021'. In the top left corner, the Australian Childcare Alliance New South Wales logo is visible. Below the image, there is a white bar with a URL and a blue bar with the event name in cursive.

<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



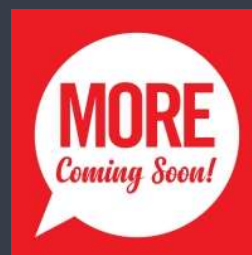
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Quickies (ie training)

- Time poor?
- \$80-\$100 inc GST for ACA NSW members
- \$140-\$170 inc GST for non-members
- ~~Face-to-face~~ due to COVID | Live 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

<p>How to ensure you are ready for a spotcheck/compliance visit</p>	<p>Creating the best possible QIP/Self-Assessment Tool for the "new" NQF</p>	<p>How to ensure approved providers have the best policies & documentation</p>	<p>Improving Services from Fair to Fantastic</p>	<p>Multiplying Success After Your First (Childcare) Service</p>
<p>Getting the Child Care Subsidy (CCS) Application Process to work for services and parents</p>	<p>How to design successful early childhood education and care services</p>	<p>Help with the NSW Service Provider Approval Process</p>	<p>Secrets of the "new" Assessment & Rating</p>	<p>Maximising & Managing Staff Performance ... LEGALLY</p>

<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 Early Learning Transition Back to CCS
- 2 What related tools and resources are available ACA NSW members
- 3 Union's COVID-19 "rules" initiative and ACA NSW & members response tool
- 4 Grants Watch – for COVID-19 and more
- 5 Update on proposed star rating, NSW Payroll Tax, NSW (Approved Providers') Approval Process, new fire regulations for 2021 and childcare oversupply

COVID-19 journey so far

An important message to all our members about our operations during this time to protect ACA NSW's members, customers and staff.

Priority of access during COVID-19

JobKeeper Payments Q&As

Do you need the Federal Government's ECEC Relief Package explained?

Abolition of NSW Payroll Taxes will save \$150m in childcare costs annually

Response to union's COVID-19 initiative for members' use

Legal update: Commercial leases & new leasing related NSW regulations

Lease Agreement

Latest government information

Supporting services through the Coronavirus Pandemic

BREAKING NEWS
ATO ruling on ECEC eligibility

COVID-19 clarification

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Early Learning Sector Transition Back to CCS

- Federal Government announcement on 8 June 2020
- For ACA NSW members:
 - Explainer video, slides, details, template letter to parents via <https://nsw.childcarealliance.org.au/news/886-federal-government-has-announced-early-learning-sector-transition-back-to-ccs>

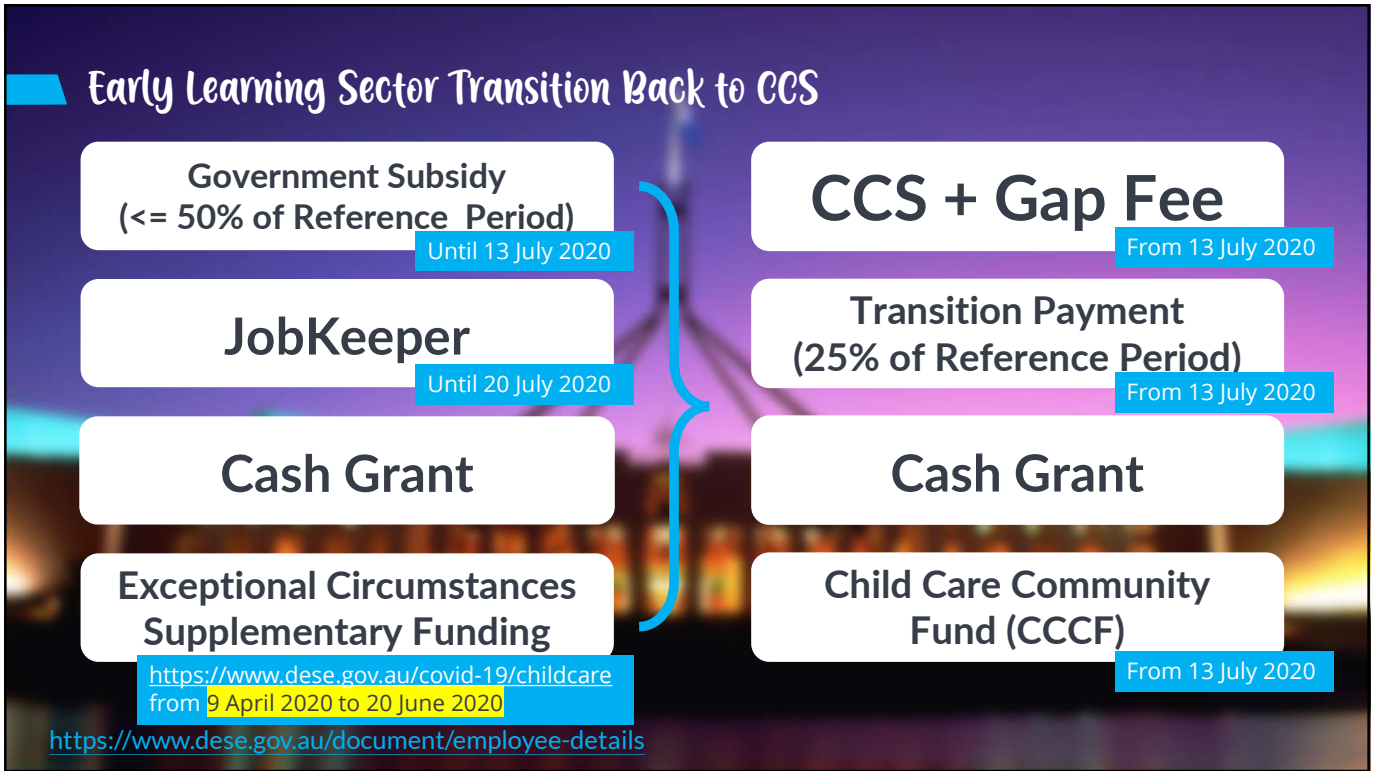
The Hon Scott Morrison MP Prime Minister

The Hon Dan Tehan MP Minister for Education

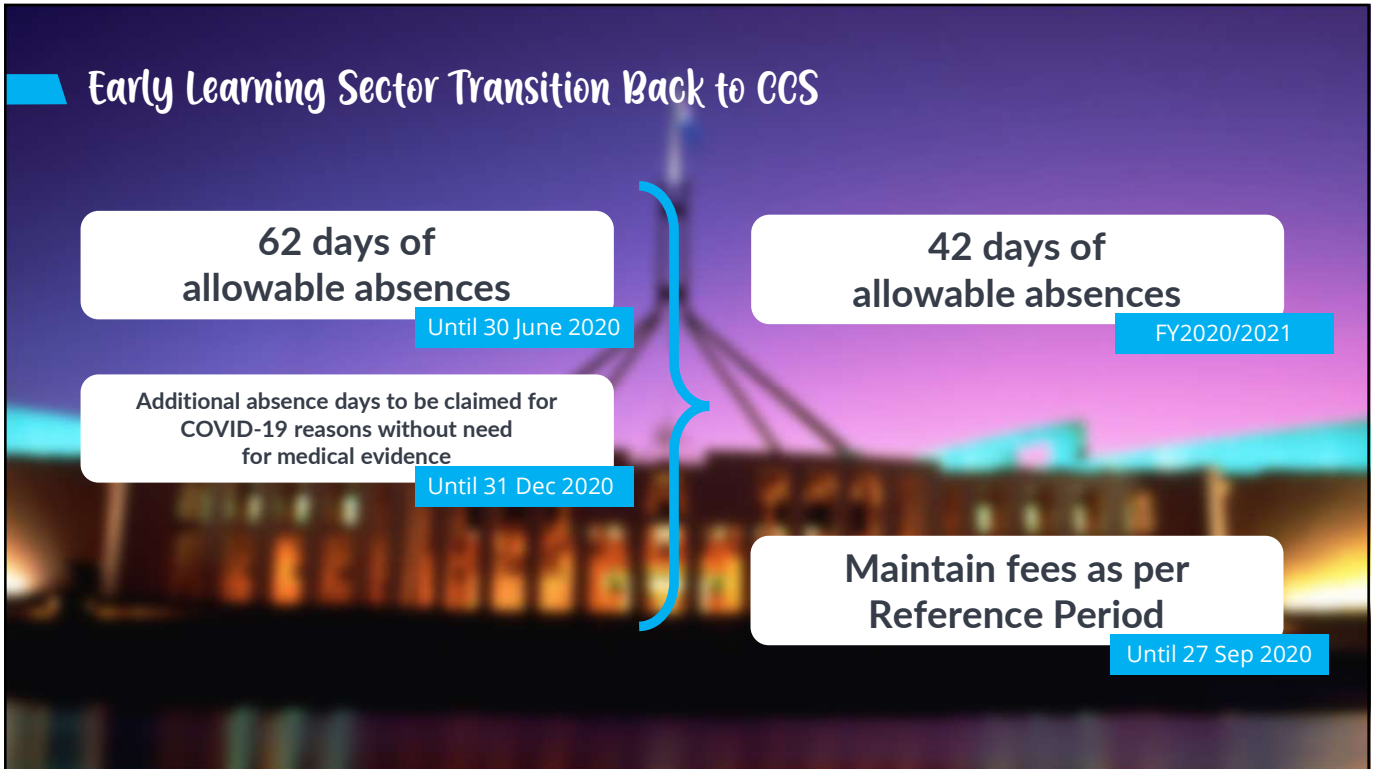
Early Learning Sector Transition Back to CCS

Early Learning Sector Transition back to the CCS

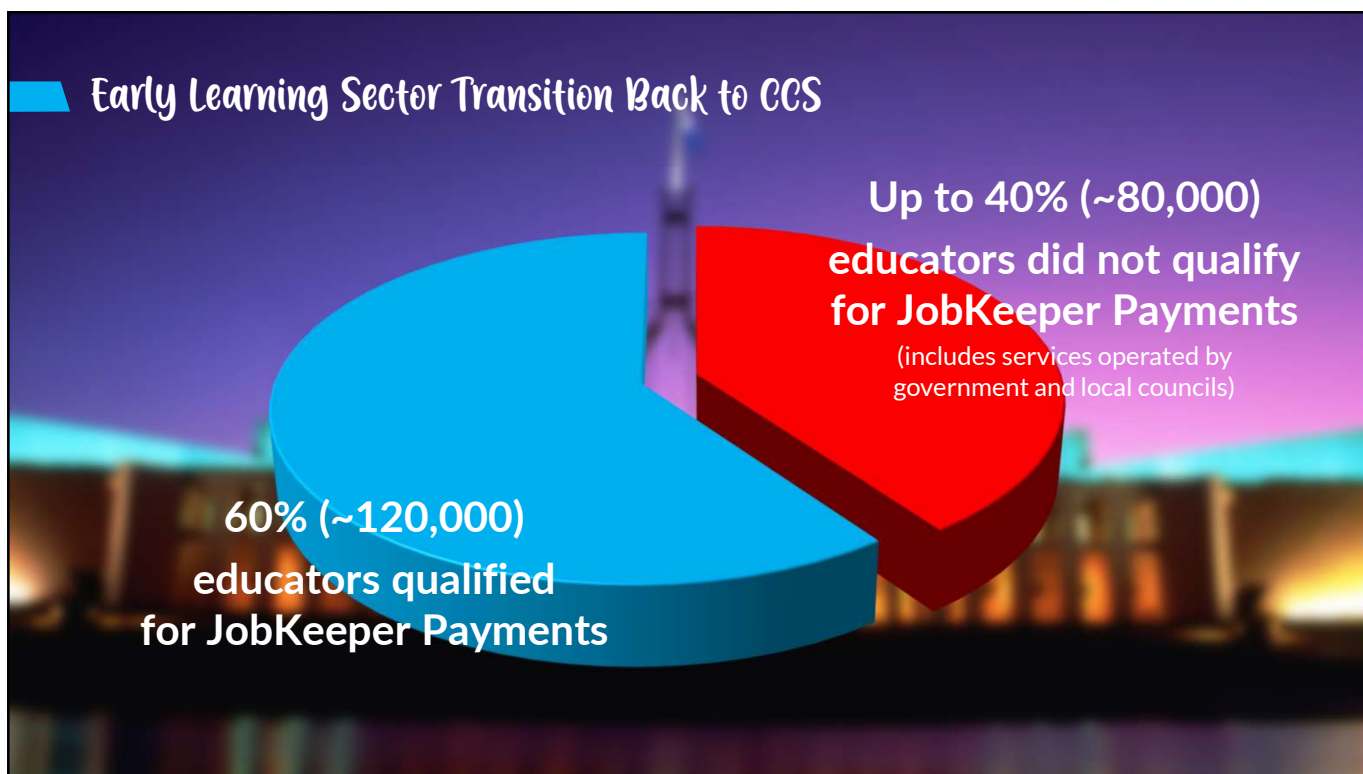
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Early Learning Sector Transition Back to CCS

- Additional clarifications from the Federal Government:
 1. maintenance of staff complement
 - Maintain the average headcount number (data via Single Touch Payroll)
 - Offer an Employment Guarantee by continuing to employ those employees over the transition period who were working or being paid JobKeeper at the end of the ECEC Relief Package

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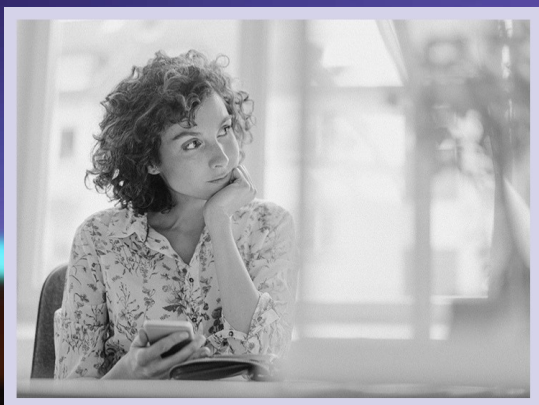
Early Learning Sector Transition Back to CCS



- Additional clarifications from the Federal Government:
 2. assistance for parents/families directly affected by COVID-19
 - Via **ACCS – Temporary Financial Hardship** (before 13 July 2020) (ie 100% to 120% of hourly cap) for access to up to 100 hours per fortnight of subsidised care

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Early Learning Sector Transition Back to CCS



- Additional clarifications from the Federal Government:
 3. consequence of removal of JobKeeper's stand down provisions
 - request discussion about shortened hours because of business outlook
 - get a new mutual agreement formalised
 - otherwise, service may have to consider redundancy of position due to commercial sustainability

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Early Learning Sector Transition Back to CCS

1.8% increase

2020/2021 CCS Hourly Rate Caps		
	Children below school age	School age children
Centre Based Day Care	\$12.20	\$10.67
Outside School Hours Care	\$12.20	\$10.67
Family Day Care		\$11.30
In Home Care (per family)		\$33.17

Combined Annual Income (2020/2021)	Annual Subsidy Cap Per Child (2019/2020)
\$189,390 or less	No Cap
\$189,391 to \$353,679	\$10,560

Combined Annual Income (2019/2020)	Annual Subsidy Cap Per Child (2018/2019)
\$188,162 or less	No Cap
188163 to \$352,453	\$10,373

<https://nsw.childcarealliance.org.au/news/538-new-ccs-hourly-rate-cap-from-13-july-2020-is>

2020/2021 CCS Family Income Thresholds	Subsidy Percent (of actual fee charged or relevant hourly rate cap, whichever is lower)	2019/2020 CCS Family Income Thresholds	Subsidy Rate of Actual Fee Charged or Maximum Hourly Rate Cap (whichever is lower)
Up to \$69,390	85%	Up to \$68,163	85%
\$69,391 to \$174,389	Decreasing to 50%	\$68,164 to \$173,162	Decreasing to 50%
\$174,390 to \$253,679	50%	\$173,163 to \$252,452	50%
\$253,680 to \$343,679	Decreasing to 20%	\$252,453 to \$342,452	Decreasing to 20%
\$343,680 to \$353,679	20%	\$342,453 to \$352,452	20%
\$353,680 and above	0%	\$352,453 and above	0%

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Early Learning Sector Transition Back to CCS







- From 13 July 2020 to 4 October 2020 – For Parents to access relaxed Activity Test requirements to access up to 100 hours of subsidised care:
 - Due to reduced hours
 - Loss of employment
- <https://www.servicesaustralia.gov.au/individuals/services/centrelink/centrelink-online-accounts>
- <https://my.gov.au/LoginServices/main/login?execution=e1s1>
- <https://www.servicesaustralia.gov.au/individuals/subjects/express-plus-mobile-apps>
- NOTE: ALL requirements of Family Assistance Law will apply from 13 July 2020 onwards**

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Early Learning Sector Transition Back to CCS



allowable absences

- From 13 July 2020, families can receive CCS for absences **up to seven days before a child's first, and after a child's last physical attendance at a service**
- <https://www.dese.gov.au/covid-19/childcare/childcare-faq#section-child-enrolments-attendance-and-absences>

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Early Learning Sector Transition Back to CCS



CHILD CARE
provider entry point

- For providers:
 - Check the **Provider Entry Point (PEP)** and possibly update your service provider details in the **Child Care Subsidy System**:
 - Provider name
 - Provider email address
 - Service email address
 - Legal entity address
 - Service address
 - Bank details
 - If any of these details are not correct, Transition Payments may be delayed.

https://proda.humanservices.gov.au/prodalogin/pages/public/login.jsf?TAM_OP=login&ERROR_CODE=0x00000000&URL=%2F&OLDSESSION=

<https://docs.education.gov.au/node/51056>

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Early Learning Sector Transition Back to CCS



<https://nsw.childcarealliance.org.au/news/895-transition-arrangements-for-the-end-of-the-early-childhood-and-care-relief-package>

- Government broadcast since 18 June 2020:
 - Offer of **Community Child Care Fund** 'grant' (see www.dese.gov.au/news/transition-arrangements-end-early-childhood-and-care-relief-package and www.dese.gov.au/node/202)
 - Offer of **Transition Payment** via electronic document (look for dse@aumail.docusign.net). If you have not received the offer, the Federal Department of Education advice is to contact the CCS Helpdesk (ccshelpdesk@dese.gov.au or 1300 667 276).

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Early Learning Sector Transition Back to CCS



- Students studying teaching will pay **46% less** for their degree, ie HECS cost for teaching courses will be reduced from approximately \$9,600 to \$3,700 a year.
- <https://www.abc.net.au/news/2020-06-19/university-fees-tertiary-education-overhaul-course-costs/12367742>

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Union's COVID-19 initiatives



<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



- 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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What will be the annual wage increase beginning 1 July 2020?



- 1.75% increase
- Beginning 1 July 2020 for ECEC sector (in Group 1)
- Group 2 & Group 3 industry sectors to implement annual wage increase later in FY2020/21 (see 10-minute mark of video)
- ACA NSW's new wage tables for members will be released as soon as possible.
- <https://nsw.childcarealliance.org.au/news/894-fwc-annual-wage-to-increase-by-1-75>

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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.

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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.

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Waivers via the NSW Department of Education




to the NSW Department of Education

<https://nsw.childcarealliance.org.au/news/775-thank-you-to-the-nsw-department-of-education>

- Since 13 March 2020:
 - staff:children waivers available
 - Application via NQAITs
 - Can contact NSW's Early Childhood Education and Care Directorate (1800 619 113)

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Clarification from the NSW Department of Education




to 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
- Escalation process exists to discuss extension beyond 5+3 years subject to extenuating economic case

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Clarification from the NSW Department of Education



- NSW Department of Education’s new Quality Support Team (QST):
 - available to ANY service regardless of whether the service does/does not have an assessment & rating coming up
 - Call 1800 619 113 and ask specifically for the QST
- TIP: Quote the QST officer’s name and/or copy of e-mail containing the advice given

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NSW Department of Education’s Self Assessment Tool & A&R process



<https://nsw.childcarealliance.org.au/news/887-review-nsw-s-self-assessment-tool-a-r-process>

- NSW Department of Education has agreed to:
 - work with ACA NSW to improve/fix their “Self-Assessment Tool” and underlying A&R process
- Review process began on 11 June 2020 (potentially 12 weeks)
- Potential for an additional ACA NSW Sub-Committee for A&R for OSHC

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NSW Department of Education's proposed star rating

imposing of

- 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
- ACECQA formally confirmed there will be no star for Excellent rating



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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"

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Other outstanding issues with the NSW Department of Education



1. Continuation of “free preschool” funding for NSW-based community preschools
2. Continuation of funding for NSW-based local government run services
3. Confirmation that during 2019 (and 2020 to date), the NSW Department cannot prove that the new funding for 3 year olds at community preschools had their fees reduced, as was original objective by the NSW Government

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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.



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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?



Deputy Premier John Barilaro | NSW Treasurer Dominic Perrottet | Minister for Customer Service Victor D'Amico

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>



Australian Childcare Alliance New South Wales

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Before we wrap up ...

Did we miss anything?



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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.



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