



# Childcare Queensland News



## President's Report

On Monday, 3 April 2006, the Management Committee of Childcare Queensland appointed me as President until the Annual General Meeting which is to be held on 28 June 2006.

In the past, I was President of the Childcare Industry Association of Queensland (CIAQ) for three years and Federal President of Childcare Associations Australia for a period of four years. For the past two years, I have been a Childcare Queensland Committee Member and I am delighted to step into the role for the interim period of three months.

As you are aware, the landscape in the childcare sector changes regularly with little or no consideration as to how we, as service operators, are equipped to manage that change. From Monday 27 March, many of us have moved over to WorkChoices and I would encourage you to attend workshops and visit the website on [www.workchoices.gov.au](http://www.workchoices.gov.au) to understand the implications that may or may not affect your businesses.

The Full Bench of the Queensland Industrial Relations Commission has released its decision on the Child Care Pay Equity Case. Whilst this increase is a long awaited reward for the many staff in our sector, it brings with it an enormous concern to owners and licencees regarding affordability for families. The first increase of up to \$40.00 per week for most staff commenced on 10 April 2006 and whilst the phase in period is up to September 2008, most of the increases for assistants and group leaders are to be implemented by March 2007. You will already have received a letter from Livingstones Australia with information on this decision and you can contact them directly to obtain your updated wage sheets.

From 1 July this year, the 15 hour per week (30 hour per fortnight) work test will commence for parents. This may cause some hardship for families who work "on call". For parents who do not meet the work test criteria, they will be entitled to place their child in formal care for a maximum of 24 hours per week and still receive the child care benefit. This is an increase of 4 hours on the previously allowed 20 hours per week.

The 2006 Conference was a huge success and a networking opportunity for members and those interested in joining our Association. Our sponsors deserve a special thank you for supporting our conference and for the exceptional offers that they have specifically provided for Childcare Queensland members.

The 2006 Federal Budget has been very disappointing in that there has been no additional funding of the Child Care Benefit for families using formal child care, and particularly no consideration given for the cost of care for children under 3 years of age. Lobbying from now until the next Federal election must be targeted to ensure that the voice of the Private Long Day Care sector is heard.

The Management Committee recently spent a weekend formulating a workable Strategic Plan to ensure that Childcare Queensland provides the necessary services to members throughout the coming years.

Childcare Queensland is your Association. The Committee Members are your representatives. I urge you to become involved, have your say, and give us your support as we work on behalf of this vital sector, which underpins the whole of the Australian economy.

Our Members Meetings will be held regularly during the year. We urge you to attend these meetings so that we can discuss with you the direction of your Association.

Regards

**Gwynn Bridge**  
President

### CONTENTS

Childcare  
Queensland  
Annual General  
Meeting  
PAGE - 2

Childcare Queensland  
Secretariat  
PAGE - 2

Livingstones Australia  
Appointed Childcare  
Queensland's Workplace  
Relations Advisors  
PAGE - 2

Industrial Relations Reform  
PAGE - 4

Preventing The Spread Of Disease  
In Your Centre  
PAGE - 5

Computer Bytes By Rebecca Martin,  
Protocol 1  
PAGE - 8

Childcare And Safety  
PAGE - 9

National Guidelines To Strengthen  
Safe Environments For Children  
PAGE - 9

Childcare Industry  
Legislation Update  
PAGE - 9

Conference Feature  
PAGE - 10



## Mark Your Diaries Now

Childcare Queensland Inc  
Annual General Meeting

Date: Wednesday 28 June 2006

Time: 6.30pm

Venue: PCYC

Level 4

Castlemaine Street, Milton

AGM papers are included with this newsletter

## Childcare Queensland Secretariat

On 10 January 2006, Agenda Management was appointed to manage the secretariat for Childcare Queensland. Agenda Management was established in 1998 as a specialist provider of secretariat support and event management services to professional associations and peak body industry groups.

Agenda Management's directors, David and Lorelei Broadbent, have a hands-on role in the company and supported by their team, provide secretariat and event management solutions across a wide range of industry sectors.

## Livingstones Australia Appointed Childcare Queensland's Workplace Relations Advisors

### About Livingstones Australia

Livingstones Australia is one of the largest independent Workplace Relations, Human Resource Management Consultancy firms within Australia. They operate on a national basis from a Brisbane office using the services of 22 professional consultants and 12 support staff. Their Industrial Relations Division acts on behalf of employers and represents them in Commission hearings,

negotiations etc throughout Australia. Their Human Resource/Organisational Development Division provides advice and solutions to clients on change management, organisational change, policy and procedural development and workplace psychological assessments. Their specialist expertise now also encompasses WorkCover issues dealing with employee issues to manage either a return to work program or alternative strategies. Further detailed information on Livingstones Australia, directors and consultants including all areas of expertise is contained on their website: - [www.livingstones.com.au](http://www.livingstones.com.au)

### The Childcare Industry

One of the industries where Livingstones has developed specialist expertise and knowledge is the Childcare Industry, both in Queensland and throughout Australia. Director, Laurie Moloney in particular, has been involved in Industrial Relations matters in the Childcare Industry since the late 1970's. Livingstones, and in particular Laurie, has represented employers in Queensland, New South Wales, Victoria, Western Australia and South Australia in the various State Industrial jurisdictions, as well as the Australian Industrial Relations Commission.

Livingstones is principally involved in the representation of Childcare Employers and their Associations in negotiations, Commission proceedings and a wide range of Human Resource advisory matters throughout Australia.

They have also provided employers with strategic management advice to assist in the structure of their business and the ongoing human resource management of their enterprise to ensure full compliance with all rules, regulations and legislation. They have a proven track record of providing practical, timely advice to our clients and have developed significant specialist industry knowledge within the Childcare Industry to the benefit of their clients.

Livingstones Australia was instrumental in the registration as a Registered Industrial Union of Employers, of the Queensland Private Child Care Centres Employers Organisation (QPCCCEO) at a State level, as well as the Australian Childcare Centres Association (ACCA) at a Federal level. They have provided an Award Supply Service for more than 14 years to the Childcare Industry and this service has now progressed from a paper format to an internet-based service which allows clients to access subscribed Awards from their desktop PC, using an allocated password.

This also allows automatic online notification of Award amendments and wage variations via e-mail as they happen. The team of consultants is well-versed in the Childcare Industry Awards as this industry has been identified within Livingstones as the highest user of our Award Supply Advisory Service.

Livingstones Australia is currently contacting all Childcare Queensland members to establish your on-line Award Supply.



## Are you still paying a flat management fee?

Professional childcare centre management requires a balance of a great team, a caring approach to children and excellent systems and processes to ensure a professional and profitable operation - **that's why our management fees are performance based** - your bottom line is very important to us.

For an informal discussion regarding the management of your childcare centre call Anthony Smith, Group General Manager on 07 3832 7933 or e-mail [anthony.smith@guardianchildcare.com.au](mailto:anthony.smith@guardianchildcare.com.au)

### Guardian Childcare Alliance

Cnr Leichhardt Street and Wickham Terrace, Brisbane QLD 4000

T: 07 3832 7933 F: 07 3832 7944

[www.guardianchildcare.com.au](http://www.guardianchildcare.com.au)



## The Service

Under the general retainer with Childcare Queensland, members will receive the following Workplace Relations Services:-

### Award / Agreement Advice

This entitles you to unlimited telephone advice in relation to award/agreement interpretation or queries. This advice covers not only the provision of your nominated Awards and any variations, but also any questions relating to the Award provisions that you may have. Usually these will be handled by the Research Consultants and Consultants.

Advice on all Workplace Relations Issues

Unlimited telephone advice on general Workplace Relations matters. Such advice will normally be provided on an immediate basis and may include the following:-

- Workplace Relations legislation;
- Employment Contracts/Letters of Offer;
- Family Leave/Maternity Leave;
- Termination, Discipline, Counselling procedures;
- Unfair Dismissal claims;
- Anti-Discrimination, Sexual Harassment and Equal Opportunity legislation.

Where the advice is of a more complex nature and requires research and/or written response or multiple follow up calls or advices to the member then Livingstones will raise a charge for this advice. The consultant will advise the member each and every time such a charge is to be raised and a short email advice to the member will also confirm this advice.

## Wage Sheets

We provide our retainer clients with wage sheets for subscribed Awards. These wage sheets will include up-to-date rates, part-time and casual rates, junior rates, and penalty rates for overtime, weekends and public holidays. Our wage sheets will be up-dated for you as your Awards change.

### Specific Workplace Relations Advices, Representation, etc outside the Retainer

Discounted consultancy rates are available to all Childcare Queensland members for services undertaken outside the terms of the general retainer and would include for example:

- Advocacy before the Commission;
- Enterprise Bargaining Negotiations;
- Discussions with Union Representatives;
- Unfair Dismissal Representation;
- Formal written advices or opinions;
- Workplace Relations strategic planning;
- Face to face discussions/advice to Company or member representatives on specific issues;
- Drafting and review of various documents;
- Workforce training;
- Dispute resolution.

## The Team

A team of seven professional staff is available to Childcare Queensland members. Clients should have a number of points of contact to ensure that there is always at least one person who can be easily contacted and, that a variety of skills and experience can be committed to Childcare Queensland and its members. The team is:

1. Laurie Moloney, Director (Team Leader)
2. Jacques Franken, Senior Consultant
3. Zoe Rawlings, Consultant
4. Ben Cooper, Consultant
5. Joshua Shingles, Consultant
6. Edwina Kaupa, Research Consultant
7. Poonam Pratap, Research Consultant



1.

2.

3.

4.



5.

6.

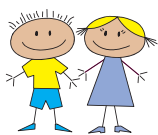
7.

To contact Livingstones:

- Phone: 3833 1200 (Please identify yourself as a CCQ member)
- Fax: 3832 1546
- Email: [ccq@livingstones.com.au](mailto:ccq@livingstones.com.au)
- Web: [www.livingstones.com.au](http://www.livingstones.com.au)
- Award Supply: [www.livingstones.com.au/onlaward.htm](http://www.livingstones.com.au/onlaward.htm)

## WHY SHOP AROUND?

Quality educational resources, equipment & toys at the best prices. EE will match any competitor's advertised price on identical items!



## Educational Experience

Australia's leading and independently owned education resource supplier.

# FREECALL 1800 025 270

978



## Industrial Relations Reform

### What are the immediate impacts on businesses?

The changes to the workplace relations system announced by the Government are indeed profound and will be far-reaching, impacting significantly on most businesses. However, not all of the changes will be implemented as soon as the legislation is passed. Some of the changes are to be phased in over a period of up to five years. Other changes will not be relevant to your business unless, and until, you decide to negotiate a new agreement under the new system. Here we discuss what the immediate impact will be on the industrial instrument covering your business, provided that the employer is a constitutional corporation.

### If your organisation is a respondent to a Federal Award...

The existing wages and conditions in the award will be maintained for your employees, except those that are either (a) non-allowable Award matters under the new system; or (b) less generous than the Australian Fair Pay and Conditions Standard, in which case the Standard will apply.

The following provisions will be non-allowable Award matters under the new system and will become unenforceable in existing Federal Awards:

- Skill-based career paths;
- Restrictions on apprenticeships/traineeships;
- Enterprise flexibility provisions;
- Conditions restricting the engagement of independent contractors or labour hire workers;
- Union picnic days;
- Tallies; and
- Trade union training leave.

The Fair Pay and Conditions Standard will include minimum rates of pay set and adjusted by the Australian Fair Pay Commission. These would include rates of pay for various classifications, juniors, trainees, apprentices and employees with disabilities; piece rates and casual loadings. The Fair Pay and Conditions Standard will also include the following conditions:

- 4 weeks' paid annual leave per year (5 weeks for continuous shift workers);
- 10 days' paid personal/carer's leave per year;
- 52 weeks unpaid parental leave at the time of birth or adoption of a child; and
- Maximum ordinary hours of work of 38 hours per week (may be averaged over a period of up to 12 months by agreement).

While the Federal Awards will be subject to simplification processes and rationalisation to reduce the number of Awards in the future, current Federal Awards will retain matters dealing with Long Service Leave, Jury Service, Parental leave, Annual leave, Superannuation (until June 2008) and Notice of Termination. The precise details of the rationalisation will not be known until the Award Review Taskforce has made its recommendations to the Government (which will occur by the end of January 2006).

### If you have a current federal certified agreement and/or AWAs in place...

These will automatically continue to operate beyond their nominal expiry date unless replaced or terminated. The agreement will not be able to be varied, however, it will be permissible to make a new agreement in the federal system to replace it prior to its nominal expiry date and protected industrial action would not be able to be taken before this date. The terms and conditions of the agreement will be maintained, including where these do not meet the Fair Pay and Conditions Standard, except for certain prohibited content, which will be unenforceable.

## 7 reasons why more people in Childcare choose HESTA...

To join HESTA, just see your employer or for more information contact HESTA on **1800 813 327** or **www.hesta.com.au**



**HESTA**  
SUPER FUND

Specialists for Health & Community Services

### 1. Strong returns in the short term

13.4% return on Core Pool for the year to 30 June 2005.\*

### 2. Strong returns in the long term

9.4% average annual return on Core Pool for 10 years to 30 June 2005 and 7.7% for 5 years.\*

### 3. Seventeen consecutive years of positive returns

On HESTA Core Pool since HESTA commenced to 30 June 2005.\*

### 4. Low fees\*\*

### 5. All profits for members

HESTA is your industry fund which pays no commissions to sales agents.

### 6. Enjoy access to extra benefits now†

Low cost credit cards & home loans, discount health insurance, low cost income protection and death insurance, commission-free financial planning.

### 7. Independently rated as one of the best funds in Australia

Current Platinum rating by SuperRatings and AAA rating by SelectingSuper.

This advertisement contains or refers to revised information about HESTA's fees and charges

HESTA's Product Disclosure Statement, available by calling 1800 813 327, should be considered when making a decision about the Fund.

\* HESTA's historical returns are after the deduction of Investment Management Fees (IMF) and Member Benefit Protection (MBP). Investments can go up and down. Past performance is not necessarily indicative of future performance. \*\* HESTA's administration fee is \$1.25 per week. For 2004/05 HESTA's Core Pool IMF estimate is 0.54% and Performance Fee estimate is 0.10%. MBP for 2004/05 was 0.02%. Full details are available in HESTA's Product Disclosure Statement. This information is about the Fund and is of a general nature. It does not take into account your objectives, financial situation or specific needs so you should look at your own financial position and requirements before making a decision. You may wish to consult an adviser when doing this.

H.E.S.T. Australia Limited ACN 006 818 695 AFSL No. 235249 RSE No. L0000109

† Subject to Terms and Conditions

050173



The prohibited content has not been defined as yet (it will be dealt with in regulations separate to the Bill), but the Government has indicated that it would include such clauses as:

- Prohibiting AWAs;
- Restricting the use of independent contractors or on-hire arrangements;
- Allowing for industrial action during the term of an agreement;
- Providing trade union training;
- Providing bargaining fees to trade unions;
- Providing for paid union meetings;
- Providing that any future agreement must be a union collective agreement;
- Mandating union involvement in dispute resolution; and
- Providing a remedy for unfair dismissal.

There are some federal certified agreements that have been made which are based on the conciliation and arbitration power, ie made in settlement of an industrial dispute, and are made under a separate section of the Workplace Relations Act 1996 (Division 3 of Part VIB). These particular agreements will continue to operate for up to five years.

#### ***If you are covered by a State Award...***

The award would largely be maintained as a "notional agreement preserving a State Award" along with conditions of employment that applied under relevant State or Territory industrial laws. If there are conditions under the former Award that are less generous than the Australian Fair Pay and Conditions Standard, the latter will apply. Any prohibited content will be void.

The notional agreement will continue to operate for up to three years or until terminated or replaced by a workplace agreement or Federal Award. If, after three years, you have not made a federal agreement, your business would move onto a relevant Federal award.

#### ***If you are covered by a State agreement...***

This will become a "preserved State agreement" in the federal system and would continue to operate until replaced or terminated. Similar to federal agreements, the preserved State agreement will not be subject to the Fair Pay and Conditions Standard, but prohibited content will be unenforceable. The agreement can be replaced at any time by a new federal agreement.

## *Preventing the Spread of Disease in Your Centre*

Health and community services facilities are being reminded to consider the risk of vaccine preventable diseases as part of their health and safety obligations.

Workplace Health and Safety Queensland General Manager, Judy Bertram, said research shows that certain occupations are at an increased risk of some vaccine preventable diseases.

"Occupations that tend to have a higher risk level for vaccine preventable diseases include childcare workers, teachers, carers and those associated with health care," she said.

"Vaccine preventable diseases are diseases that can be prevented by vaccination. For childcare workers, these include Hepatitis A; measles, mumps and rubella (MMR); chickenpox and pertussis (whooping cough)."



**KNOW<sup>THE</sup>  
UPS  
&  
DOWNS  
OF CHILDCARE**

Australia's premier childcare brokerage

[www.childcaresales.com.au](http://www.childcaresales.com.au) or freecall1800 700 517

Childcare Sales Australia

**IDEAS, ADVICE & DIRECTIONS**

Selling childcare centres Australia wide

"Under Queensland workplace health and safety legislation, if a risk assessment shows that people at the workplace are at risk of vaccine preventable diseases, employers must take steps to eliminate or minimise the risks."

Ms Bertram said the most effective way to protect against vaccine preventable diseases is to implement an occupational immunisation program.

"A staff immunisation program includes developing a policy on the immunisation requirements for all staff, keeping a record of staff immunisations and encouraging non-immune workers to be vaccinated."

"It not only helps you to meet your health and safety obligations, but also saves you money as implementing a staff immunisation program that prevents illness is more cost-effective than the costs associated with managing occupational exposures, outbreaks of disease, work days absent and disruption to services."

Vaccination costs should be negotiated between the employer, workers and their representatives. Vaccination uptake by workers is generally higher where the employer provides vaccination at no cost or at subsidised cost.

For further information on implementing an occupational immunisation program in your workplace, visit [www.dir.qld.gov.au](http://www.dir.qld.gov.au) or call 1300 369 915.

PLATINUM SPONSORS



GOLD SPONSORS



SILVER SPONSORS



GOLF TOURNAMENT SPONSOR

CHARLTON BROWN™

WELCOME COCKTAILS SPONSOR



GALA DINNER SPONSOR



KEYNOTE SESSION SPONSORS



2006 CHILDCARE QUEENSLAND AWARDS SPONSORS



CHARLTON BROWN™



SPECIAL TRADE EXHIBITOR



TRADE EXHIBITORS

Australian Child Care Super Fund

Australian Family

AV Media Systems

BankWest

Bendigo Bank / ITEL

Charlton Brown Group

Cranstoun & Hussein Chartered Accountants

Department of Communities

Early Childhood Training & Resource Centre

Early Years Training Group

Educational Experience

Ezi Debit Australia

Guardian Childcare Alliance

HESTA Super Fund

Judius Pty Ltd

Livingstones Australia

Macquarie Employment Training Service

Modern Teaching Aids

Pavanto

PC Pro Systems

Reclaim Industries

Retail Media

Real Time Management Solutions

Sesame Lane Child Care

Solo Pak

Suncorp

TFI Enterprises

The Book Garden

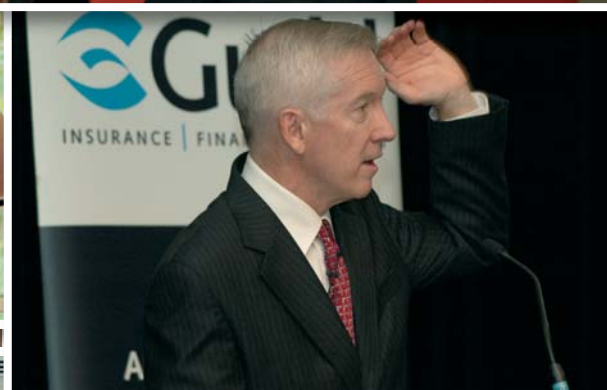
Thoughtware - ionmycentre

Westpac Banking Corporation

# 2006 ANNUAL CONFERENCE

Friday 28 - Sunday 30 April  
Hyatt Regency Sanctuary Cove Resort

## *conference highlights*





## Computer Bytes by Rebecca Martin, Protocol - 1

### What is Microsoft PowerPoint and what is it used for?

One of the most underestimated Microsoft applications is PowerPoint. Common misbelief is that it is solely for business and is used to create business presentations. That assumption is not entirely wrong - creating such presentations was its original purpose. However, its slideshow format and ease of use has meant that other uses have become popular. These days, PowerPoint is often used in schools with students creating electronic picture books, and creating award certificates is also a popular use. But it is the photo slide show that is becoming ever increasingly popular with the average computer user - such as yourself.

When I was a kid, every few months the family would gather at Uncle Bob's house for a slide night. Along with the obligatory pickled onions, cheese and crackers, Uncle Bob would show us the photos from his latest road trip holiday. And despite the pungent effect the pickled onions had on Uncle Bob, the slide nights were a lot of fun and not something to be missed.

With the introduction of digital cameras, getting your photo film developed and converted into slides, ready for the slide projector has become a thing of the past. Many new TVs these days have the ability to display a basic slideshow of the photos directly from the camera's memory card.

And that's not too bad. But, with a few minutes of your time, and a copy of Microsoft PowerPoint, you can create a fun slideshow that not only shows off your best photos, but also has interaction and movement. Better still, with a PowerPoint slideshow, you can save it in a format that allows you to give it to friends and families by email or copying it to CD. So, no matter how far flung your family is, everyone can share the memories of Uncle Bob's road trip to the Big Banana.

The beauty of a Microsoft PowerPoint slideshow as opposed to the old fashion version is that a PowerPoint slideshow can be set to loop - that is, it will progress from slide to slide automatically, after a specific time, and when it reaches the last slide it begins again. This is ideal for businesses that are having a display or Open Day - what a great way to display photos of your business at work to prospective clients!

Microsoft PowerPoint can be purchased separately for \$377. It is also bundled into the Microsoft Office suites. The Microsoft Office Professional suite not only includes PowerPoint, but also Word, Excel, Outlook, Publisher and Access and this suite costs \$549.

For a demonstration of how PowerPoint can be used to create fun photo slide shows, go to the Protocol 1 website at [www.protocol1.com.au](http://www.protocol1.com.au). Pickled onion anyone?

Protocol 1 is an Ipswich based IT company that provides IT solutions for small to large businesses. Whether it is a computer repair or a network installation, Protocol 1 has the solution that meets your business's unique needs.

Do you have a computer question you'd liked answered in the next issue? Send it to [computerbytes@protocol1.com.au](mailto:computerbytes@protocol1.com.au)

## SELLING CHILD CARE CENTRES



## IT'S A LOT MORE THAN JUST CHILD'S PLAY

Buying or selling child care centres can be made easy. Simply register now for Ideas - Advice - Listings

We now have, for sale, in QLD, SA, VIC & NSW, leaseholds, freeholds, new development sites, brand new turnkey leaseholds or just freehold investments.

If you are interested in selling or buying childcare centres, you simply need to go to [www.childcareforsale.com.au](http://www.childcareforsale.com.au)



Level 4, 2 Town Square Terraces  
ROBINA TOWN CENTRE 4230  
Tel: 07 5562 2711  
Fax: 07 5562 2744  
Toll Free: 1300 366 521

Listing Agent:  
No 1 in Child Care Sales  
Terry Blair 0412 807 808  
[terry@benchmarkbusiness.net](mailto:terry@benchmarkbusiness.net)  
John McKeon 0407 781 846  
[john@benchmarkbusiness.net](mailto:john@benchmarkbusiness.net)

**BENCHMARK**  
BUSINESS & COMMERCIAL SALES

[www.childcareforsale.com.au](http://www.childcareforsale.com.au)



## Childcare and Safety

For many of you, a reference to the word "safety" in relation to childcare has one typical meaning – keeping kids safe from all harm be it accidental or otherwise. And of course, this is exactly how it should be.

But ask yourself this – how often do you genuinely consider the safety of that other important factor in effective childcare – that of the centre itself? The answer is perhaps "not quite as often".

Yet keeping our childcare centres and facilities safe and free from damage is also an incredibly important aspect of practice. While this is true financially, it is also valid from the perspective of potential clients. Would you want to leave your child at a facility which was vandalised or covered in graffiti? Or at a centre which discarded syringes were found in the sandpit? Realistically, which parent is ever likely to say "yes"?

Yet the sad fact is that childcare centres, like State schools and high schools across Australia, are often targets for vandalism, drug use and anti-social behaviour. Potential offenders usually know when the centre is open or when staff are likely to be on the premises. At weekends and during the night, they have confidence to invade such facilities without fear of being seen or caught.

But there is a solution. For criminologists and crime prevention practitioners, the application of Crime Prevention Through Environmental Design (CPTED), pronounced "sep-ted, is proven to be an effective tool in reducing crime and improving safety.

Over coming issues, we will be looking at simple cost-effective and successful measures that can be applied to minimise vandalism, prevent break-ins and theft, and reduce inappropriate and illegal use of your centres.

## National Guidelines To Strengthen Safe Environments For Children

The safety and wellbeing of children in community service organisations across Australia will be strengthened by Guidelines agreed upon today by Community Services Ministers from around the country. The Guidelines for Building the Capacity of Child-Safe Organisations are part of a National Framework for Creating Safe Environments for Children.

The National Chair of the Community and Disability Services Ministers' Conference, and Queensland's Child Safety Minister Mike Reynolds, said the Guidelines identified nationally agreed characteristics of a child-safe organisation and encouraged all organisations to accept responsibility for the wellbeing of children involved with their services and programs.

"The Australian Government, and States and Territories are working together in this area to improve consistency between policies and systems," he said. "Ministers acknowledge that creating safe environments for children is a public responsibility requiring co-operation across borders." Priority areas for further development of the National Framework include:

- Risk assessment when undertaking background checking;
- Guidelines for excluding persons from working in child-related areas; and
- Information sharing across jurisdictions.

"The Guidelines for Building the Capacity of Child-Safe Organisations respect the complexity of community services and variations between jurisdictions while still promoting greater consistency across the board," Minister Reynolds said. The Guidelines for Building the Capacity of Child-Safe Organisations will be distributed nationally.

## Childcare Industry Legislation Update

### The Prep Year


What does this mean for early education and care services?

Although prep is not compulsory, it is anticipated that a high percentage of parents will choose to enroll their children. This is the case in other Australian States and Territories that offer a non-compulsory year prior to year 1.

The introduction of the preparatory year will change how parents use other early education and care services, particularly for children aged four to five years.

In 2007 in particular, the introduction of prep will have a significant affect on the early education and care options available to parents of children born between July and December 2002. Parents of these children may look for early education and care services for their children before sending them to prep.

Continued Page 10



**Australian  
child care  
Super Fund**

The first & only **Super Fund**  
developed by **Child Carers**  
for **Child Carers!**

**Leading the way**

**Low Charges ~ Excellent Returns**  
**No Commissions ~ Personal Service**  
**Superior Insurance Cover ~ Tailored Benefits**

**TOLL FREE HOTLINE 1800 060 215**



It is anticipated that many of these parents will want to access an early education and care program for their child. As a result, child care service providers may receive enquiries from these parents looking for an early education and care program for their child in 2007.

What can child care service providers do to help parents?

Child care service providers are well placed to inform parents and carers about the changes to early education in Queensland in 2007 and 2008.

Providing parents and carers with information about the introduction of the preparatory year and the increase in school starting age will help them consider how the changes might affect early education and care options for their children.

For more information, visit [www.education.qld.gov.au/prep](http://www.education.qld.gov.au/prep) or contact the ETRF hotline on 1300 650 220 or email [etrimplementation@qed.qld.gov.au](mailto:etrimplementation@qed.qld.gov.au)

### **New Australian Standards for Playground Equipment**

Please be aware of changes in the Australian Standards for Playground Equipment AS4685:2004 Parts 1-6. The changes affect fall zones, space requirements and entrapment specifications. New provisions for handrails and guardrails in supervised early childhood settings are also in place. There is a 12-month phase-in period until AS1924.1:1981 and AS 1024.2:1981 are superseded. Copies of the Standard are

available from the Standards Australia Customer Services Centre in 1300 654 646. [www.standards.com.au](http://www.standards.com.au)

### **Poisonous Plants and Fungi Booklet**

The Department of Health has published a booklet called Plants and Fungi Poisonous to People in Queensland containing useful information on a number of common plants and fungi that pose a risk to people. The booklet categorises the level of toxicity and clearly identifies plants which will cause death or harm to adults and children. The Department of Health website remains the main reference point for identifying poisonous plants. [http://www.health.qld.gov.au/poisonsinformationcentre/plants\\_fungi/default.asp](http://www.health.qld.gov.au/poisonsinformationcentre/plants_fungi/default.asp)

## *Conference Feature*

### **Meeting the Demands of Generation Y**

Peter Sheahan was a keynote speaker at the 2006 Childcare Queensland Conference

**A lack of understanding between older managers and younger employees is threatening to leave Queensland companies with massive workforce shortages in the near future.**

In the next five to 10 years, the majority of Australia's labour force will be composed of generation X and Y. This shift in the composition of the workforce brings new challenges

**Heartbeat4Kidz**  
100s of Centres or Just One? Managed in a Heartbeat!

*See you at the Conference!*

- Designed for Australia
- One Centre or 100s
- Centrelink Compliant
- Census Compliant

**Heartbeat4Kidz will make a difference.**  
If you operate childcare centres as a Director, Owner or Company Officer you can't afford not to have **Heartbeat4Kidz**.

ph 07 5574 2255 • [www.heartbeat4kidz.com](http://www.heartbeat4kidz.com)

**Heartbeat4Kidz Childcare Centre Management Software**



for Queensland organisations. Younger generations, particularly Generation Y, have radically different expectations of their workplace. If these expectations are not met, Generation Y workers have no hesitation to walk away.

Australia's leading expert on Generation Y (those born between 1978 and 1994), author Peter Sheahan, has written a new book *Generation Y: Thriving and surviving with generation Y at Work*. Mr Sheahan, 25, is a former New South Wales Young Entrepreneur of the Year and has worked with more than 165,000 young people in more than 1,500 workshops, seminars and focus groups across Australia. His clients include Woolworths Limited, Westpac, Commonwealth Bank, Panasonic, Fuji Xerox and many government departments.

"Employers are finding it increasingly difficult to understand and deal with younger workers" Mr Sheahan said. "Our workforce is aging rapidly and in 2008 more Australians will leave the workforce than enter it, for the first time in history. The most pressing workforce challenge is how to attract, manage and retain the new generation of talent" Mr Sheahan said.

This new generation holds different values and aspirations to their predecessors and markedly different expectations of their relationship with employers. Generation Y wants to work in a company where they believe in what the organisation stands for, they believe work/life balance should be a given, and an employer should add value to them through ongoing learning and development, career progression and mentoring and strong leadership.

They are less loyal to a company (though research shows that they work persistently to achieve the best outcome while hired with a company). Inevitably, Generation Y workers will leave their position even if they are happy. Generation Y's value of life has led to the generation being labeled as lazy, impatient and overly confident and has given them a reputation of their expectations and demands exceeding their skills.

But Mr Sheahan argues that Generation Y provides a unique opportunity for business, if engaged properly. "Generation Y are totally at ease with new technology. They are multi-skilled and they are risk-takers who embrace change. They are perfectly suited to the workplace of the future, which will be characterised by rapid technological advancement, continual change and uncertainty" Mr Sheahan said.

The challenge is knowing how to handle the generation. "Generation Y are attracted to meaningful and challenging roles in fun, team-oriented environments. They respond best to a mentoring management style where managers set clear objectives but allow for individual creativity and input in the process" Mr Sheahan said.

### **Internal communication to meet Generation Y's needs**

An important part of the employer/employee relationship is the internal communication system. Organisational psychologist and Director of Interaction Strategic Communication, Ken Love, says the attitudes and values of Generation Y calls for a new way to connect employees with corporate strategy.

"Generation Y see themselves as an agent of work rather than an employee. They want greater access to information about what the company is doing and in a form that they can easily work with. Generation Y employees want

to explore information and discover what it means. They won't merely accept what you tell them. Clearly, managing these workers requires something other than the traditional top down management communication style. The key here is dialogue through human interaction, information sharing and exploring."

### **Recruiting Generation Y**

Only two percent of Generation Y view a career as a job for life, compared to 12 percent of the remaining workforce, recruitment consultant Hays has revealed. On average, generation Y anticipates staying with an employer two to four years, while the average for the rest of the workforce is more than six years. Consequently, recruitment plays an important role in managing Generation Y workers.

Jacky Carter, Director of Hays, says Hays research suggests many old rules of recruiting won't work for Generation Y. "These candidates have seen the skills shortage develop – they have read about it in the newspapers or on the internet and are very aware it exists. They know they have options in the job market, giving them increased leverage in terms of benefits and the work environment" Ms Carter said.

When looking for prospective employers, Generation Y workers seek:

1. Honesty:
2. Respect
3. A culture of learning & development
4. Career progression
5. Good working conditions

"I can't emphasise how important it is to consider the impression potential candidates get of your company, even if you don't think you are talking to them. For most companies, every customer is a potential employee and every interaction is an opportunity to establish or demonstrate your brand. But in each interaction you have to demonstrate integrity: if what you promise is not delivered, Generation Y will notice" Ms Carter said.

Childcare Queensland would like to thank Commerce Queensland for this article.

We proudly present an Educational and Entertaining Dental Health Production

## 'Toothfairies Tell the Tooth'

Let the Toothfairies entertain you in a magical lesson to be remembered forever!

Objectives: Dental, Diet and Personal Hygiene  
Available for Childcare Centres, Schools, Libraries and Shopping Centres  
Book now to secure your preferred time!

**TFI** Enterprises

Contact: Katie Calder, Education Coordinator  
Phone: 3488 0899 Mobile: 0418 808 759  
[www.toothfairies.com.au](http://www.toothfairies.com.au)



## Specializing in Childcare Design

Architecture  
Interior Design  
Planning

- Site Analysis Studies
- Regulation Compliance
- Design & Documentation
- Master Planning
- Refurbishment

J A R D I N E ARCHITECTS

345 Ann Street Brisbane 4000 T: 3229 9322 F: 3229 2611

[email@jardinearchitects.com.au](mailto:email@jardinearchitects.com.au)

### CHILD CARE QUEENSLAND MANAGEMENT COMMITTEE 2005-2006

#### President

##### Gwynn Bridge

Runaway Bay Kindyland  
Ph: (07) 5537 2354  
Fax: (07) 5537 2354  
Email: [gwynneth@onaustralia.com.au](mailto:gwynneth@onaustralia.com.au)

#### Vice-President

##### Peter Price

Centenary Child Care & Early Education Centre  
Ph: (07) 3279 4448  
Fax: (07) 3376 8904  
Email: [peterprice@peterprice.com.au](mailto:peterprice@peterprice.com.au)

#### Vice-President

##### Lesley Jones

Kids Campus Australia Pty Ltd  
Ph: (07) 5553 8888  
Fax: (07) 5553 8899  
Email: [l.jones@kidscampus.com.au](mailto:l.jones@kidscampus.com.au)

#### Treasurer

##### Trevor Davies

Ipswich Day Care Centre  
Ph: (07) 3870 1466  
Fax: (07) 3876 1257  
Email: [davco1@ozemail.com.au](mailto:davco1@ozemail.com.au)

#### Secretary

##### Debra North

Happy House Childcare and Early Education Centre  
Ph: (07) 5529 3554  
Fax: (07) 5529 0984  
Email: [croninnorth@aol.com](mailto:croninnorth@aol.com)

### BOARD MEMBERS

#### Kathy Butler

Aroona Child Care Centre  
Ph: (07) 5492 6599  
Fax: (07) 5492 6510  
Email: [kathy@aroonachildcare.com.au](mailto:kathy@aroonachildcare.com.au)

#### Lyn Phillips

Elizabeth Kindy  
Ph: (07) 3277 4052  
Fax: (07) 3277 4054  
Email: [elizabethkindy@westnet.com.au](mailto:elizabethkindy@westnet.com.au)

#### Wendy Ross

PCYC  
Ph: (07) 3357 1850  
Email: [ross.wendy@pcyc.org.au](mailto:ross.wendy@pcyc.org.au)

#### Annette Cunado

Kids and Adult Learning  
Ph: (07) 3635 5700  
Fax: 1300 734 921  
Email: [annette@kal.net.au](mailto:annette@kal.net.au)

#### Ian Weston

ABC Learning Centres  
Ph: (08) 8272 0673  
Fax: (08) 8272 0676  
Email: [iweston@childcare.com](mailto:iweston@childcare.com)

#### Belinda Ryder

United Child Care Services  
Ph: (07) 3863 4533  
Fax: (07) 3863 3822  
Mob: 0432 411 073  
Email: [belinda.ryder@bigpond.com.au](mailto:belinda.ryder@bigpond.com.au)

#### Vicki Ward

Tailored Childcare Management  
Ph: (07) 3630 5444  
Fax: (07) 3359 6555  
Mob: 0417 199 755  
Email: [vicki@atcm.com.au](mailto:vicki@atcm.com.au)

#### EXECUTIVE DIRECTOR

Diana Dodd  
Childcare Queensland  
GPO Box 3254, Brisbane QLD 4001  
Mob: 0417 012 515  
Email: [director@childcareqld.org.au](mailto:director@childcareqld.org.au)

### DISCLAIMER

All material in this newsletter is copyright and cannot be reproduced in part or in full without written permission from Childcare Queensland Inc. Articles published in this newsletter are published as a service to readers and should not be substituted for specific advice in relation to any issue. While advertising in this newsletter is encouraged, Childcare Queensland does not accept responsibility for any product or service liability. Any legal liability for defects in quality or workmanship arising from any goods or services advertised in this newsletter will remain the responsibility of the manufacturer or supplier.

### CONTACT INFORMATION

Childcare Queensland Inc  
GPO Box 3254, Brisbane QLD 4001  
Suite 6, 414 Upper Roma St, Brisbane Qld 4000  
Ph: 1300 365 325  
Fax: (07) 3211 4900  
Email: [info@childcareqld.org.au](mailto:info@childcareqld.org.au)  
Web: [www.childcareqld.org.au](http://www.childcareqld.org.au)

### Has your address changed?

Name: .....

.....

Organisation .....

.....

Mail Address .....

.....

Suburb .....

Postcode .....

Please fax back to Childcare Queensland on 07 3211 4900