

Early Edition

Childcare Queensland News | May 2007



CQ President's News Update

As we begin the second term of the year, many services are still reporting vacancies. In some areas this is due to oversupply of services, whilst others have stated that their situation seems to be a result of the introduction of the prep year. We have sent out a demographic survey form so as to put together data on the trend of utilisation. Many services faxed their information through to our office promptly but we would still appreciate you sending them as it is much more effective to speak with politicians with actual data than relying on anecdotal evidence.

As usual in childcare, we have some enormous changes confronting us – a new QA system and the Child Care Management System – in the New Year. Both this Association and our National Body are representing the long day care sector on these Reference Groups.

Childcare Queensland will be sending regular Information Bulletins by email to members to ensure that you are kept current with these and other issues as they occur. Please advise the office if you are not receiving our emails so that we can make certain that we have your correct email address.

Memberships to Childcare Queensland are now due and we urge you to attend to this promptly. This is particularly important as your membership currency permits you to contact Livingstones for Industrial

advice. All members will be receiving a new Members' Handbook which will provide you with information at your fingertips to assist with the operation of your service. This handbook will also include a draft Risk Management Policy on Child Protection as required by the Commissioner for Children.

The Australian Workplace Agreements are ready to roll out to Association Members and more information on these is available by contacting Livingstones. These AWAs can be changed according to the requirements of your service. A workshop on implementation of these AWAs will be held at our Conference in June.

We look forward to seeing you at the Conference. Our conferences are widely recognised as informative, relaxed and fun and once again we have excellent speakers and workshops to assist you and your staff to continue providing world class early learning and development opportunities to Queensland's children.

Gwynn Bridge
President, Childcare Queensland

Register now for the Childcare Queensland Conference
For more information go to page 11 of this newsletter

Montessori Members Celebrate a Centenary

The 100th anniversary of the first Montessori school was celebrated in Brisbane in March with the permanent installation of Peace Poles in two Childcare Queensland member centres - *Building Blocks* at Forest Lake and Wavell Heights, both in Brisbane.

Childcare Queensland represents a range of childcare centres including those using the Montessori educational philosophy and method. In January 1907 Dr Maria Montessori opened her first school called Casa dei Bambini (Children's House) in Italy. Her educational philosophy and methodology has now spread around the globe.

Building Blocks licensee, Vicki Ward explained, "Whilst many remark on the academic outcomes of Montessori education, at its core is the priority of the emotional and social outcomes for the children. Peace is a three-fold goal for each child and beyond; Peace within themselves, Peace with others, Peace as Nations."

Federal Member for Oxley, Bernie Ripoll, unveiled the Forest Lake Centre Peace Pole, watched by children at the centre, the State Member for Algester, Hon Karen Struthers, Drs Dan and Marion O'Donnell, long time mentors in the Montessori community, parents and childcare staff. Dr Marion O'Donnell unveiled the Wavell Heights Peace Pole in the presence of the State Member for Stafford, Stirling Hinchcliffe.



Pictured with the children from the *Building Blocks* Forest Lake centre is the Hon Bernie Ripoll, Federal Member for Oxley unveiling the Peace Pole to commemorate 100 years of Montessori.

Feedback on Spot Checks of Services

Reports are coming back from centres reporting to Childcare Queensland on their National Childcare Accreditation Council (NCAC) spot checks. They have advised us that the visits have followed a format, with the service given the opportunity to correct issues as directed by the validator. A compliance list of additional issues was given to the services. If a practice is found to be not meeting the standard required for Accreditation, the validator will advise the service what action will be required in accordance with the NCAC Spot Check Policy and Procedure as found on the NCAC website:

www.ncac.gov.au/about_ncac/spot_check_policy.html

Information provided by those services

The following documentation was requested and inspected by the validator:

- Quality improvement plan showing evidence that this plan is used to self-assess and improve practice; and evidence that the suggestions from the moderators report from the last accreditation result were addressed and incorporated into the plan.
- Observation folders and corresponding programming and evaluation on individual children.
- Policies and procedures folders.
- Record keeping forms; medication; accident; illness; children's enrolment forms.
- Staff records: introduction handbooks; copies of qualifications; staff meeting minutes.
- WH&S issues: Material Safety Data Sheets (MSDS) on all chemical materials used in the centre; staff immunisation policy; nappy change areas inspected; safe clothing and lifting strategies information for staff; all soap containers labeled - including those accessible to children; safe keeping of electrical cords (children's PCs, CD players etc); maintenance & cleaning routines.
- General set-up of centre.

One licensee added that the validator was very helpful and positive in her approach. The report was 3-4 A4 pages, and was photocopied by the service before the validator left. NCAC sent a photocopy about a week later. However, that copy did not show the page written on the back of one of the sheets. The licensee's advice is that centres endeavour to copy the report on the day to ensure that you have all of the details to answer. One of these services received a spot check just seven months after the validation visit.



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

Guardian Childcare Alliance
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Government Compliance Spot Checks

Members have reported to Childcare Queensland on the spot checks occurring in their services.

On arrival at your service, Department of Families, Community Services and Indigenous Affairs (FaCSIA) officers will provide photo ID and a letter of authority to conduct the review. Before they commence the review, you will be asked to sign a form consenting to the entry of these officers and the review of relevant documents. The consent form needs to be witnessed and signed in the presence of another member of staff from your service.

The FaCSIA officers will be taking notes and photocopies (they bring their own photocopier) of documents that support your client's CCB entitlements. When relevant you will be required to provide documents relating to the Special CCB and SNSS – the following documents are required:

- Statements of child care usage.
- FAO/Centrelink assessment notices.
- Exceptional Circumstances – claims for increased eligible hours and/or Special CCB forms (FAO23) and evidence in support of your claims for Special CCB.
- Child at Risk – application for increased eligible hours/and or Special Child Care Benefit Forms (FAO24).
- Attendance records.
- Allowable absence records.
- Documentation supporting approved absences.
- Enrolment forms.
- Child Care Benefit statements for payment summaries.
- Copies of receipts for fees paid by parents.
- Any documentation related to any of the above that supports each customer's CCB entitlements.

Our members have reported that the officers have been understanding and patient as they have collated the paperwork.

A spot check of children in attendance and the sign on register was carried out on the day. In most cases the documents collated were taken from the service. We had mixed reports of the time that these audits are taking. Some services have had a response back after one day while others have waited four months.

A standard letter appears to be sent to services that have had an error in recording identified.

This letter states that the centre is “not compliant with conditions for continued approval for family law purposes, and in particular for Child Care Benefit (CCB)....

“A service that fails to comply with a condition for its continued approval may be sanctioned pursuant to section 200 of the Act. The sanctions that may be imposed include the imposition of additional conditions for the continued approval of the service, suspension or cancellation of the service's approval for CCB purposes. The imposition of some of the sanctions may affect a service's ability to provide fee reductions, claim CCB for children at risk and in cases of hardship, and receive advance amounts.

“The purpose of this letter is to warn of the possible imposition of sanctions on the service if it does not rectify the non-compliance issues outlined in this letter. I urge you to address the non-compliance set out in this letter urgently.”

Childcare Queensland advises members to become very familiar with the CCB Handbook. If you have any concerns, CQ is happy to discuss these with you and seek clarification from the Department if required.

Compliance Spot Queries: Unrelated to the Act?

Childcare Queensland regularly receives calls from services that have undergone spot checks by the State Department of Communities.

We are still receiving reports of varying requests from Community Support Officers (CSOs) across the State. With the role of the CSOs moving from resourcing and assisting services to a stronger role of assessing compliance, a large gap has been left in nurturing of the early childhood sector in Queensland.

We understand that compliance letters issued by CSOs are designed to ensure that services are complying with the Act

and Regulations. CQ supports this totally. However, we are receiving reports on compliance that are unrelated to the Act and Regulations and outside the scope of the CSO.

Childcare Queensland has met with representatives from the Department of Communities to clarify many of these issues that arise. The Department is supportive of the role of Childcare Queensland in presenting these queries to them.

If you believe that requests are being placed on your service that are outside of the Act and Regulations, please email or phone the CQ office if you wish us to question them on your behalf.

New Members' Handbooks including *Policy on Child Protection Risk Management* Coming Soon

Federal Government

As you will all be aware, the issue of childcare and early learning initiatives has been the focus of much political and media attention. CQ President Gwynn Bridge has been actively working with Australian Public Affairs to highlight to the Government and the Opposition what is needed to ensure the needs of our centres and the children we care for on a daily basis are seriously considered when any policy announcement or reform to the childcare system is advocated.

Central to the campaign has been the preparation and submission of a pre-budget submission to Minister Brough, Minister Costello and Minister Dutton. This is currently being considered in the 2007 budget process. This submission was developed by Childcare Queensland with the advice and assistance of Australian Public Affairs following a successful round of meetings with key Ministers and Advisers in Canberra during the latter part of 2006 and the first of the parliamentary sitting weeks in 2007. The submission takes into consideration the following initiatives:

- Current structure of the Child Care Benefit (CCB) and how this has changed over the past five years;
- The cost of service provision of childcare with particular reference to the cost of running and maintaining babies rooms;
- The broader benefits the Government receives through supporting childcare; and
- The broader benefits of early learning and development to the community.

Services face additional costs due to the increase in wages over the past 12 months and the fact that the CPI is not increasing in line with the actual costs of providing services.

Further to our work in the lead up to submitting a pre-budget submission, we have been actively lobbying Queensland Senators and backbenchers as well as members of the Families and Community Services

standing committee about the role of Childcare Queensland and how private providers of childcare in Queensland and Australia significantly contribute to the early learning needs of the children in our care.


Childcare Queensland has also been working with the opposition following the launch of their education policy which, as you will all be well aware, had a strong childcare component. Following successful meetings with the Office of the Leader of the Opposition, Kevin Rudd and the Office of the Shadow Minister for Families and Community Services, Jenny Macklin, Childcare Queensland will be submitting a response to their policy outlining the impact some of these major changes will have on private providers of childcare.

Gwynn Bridge is a representative on the Child Care Management System (CCMS) reference group. CCB delivery to services will move from Centrelink to FaCSIA after January 2008. The reference group is assisting the CCMS Task Force to ensure that the implementation of this new system will roll out smoothly across all sectors. The reference group is also working to ensure that the proposed changes to the system do not adversely affect providers and families.

We will be continuing our efforts on behalf of all our member centres working with the Federal Government and the Opposition in the lead up to the Federal Budget and upcoming Federal Election.



Left to right: Minister Brough, Minister Costello, Minister Dutton, Bronwyn Bishop MP, Leader of the Opposition Kevin Rudd.



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State Government

The Queensland Government released a discussion paper Child Care Qualifications Review Consultation Paper on which Childcare Queensland has prepared a response. This discussion paper reviews the current qualification requirements for centre and home-based services. Our response will be available on the Childcare Queensland website for members to access and review.

In order to ensure the needs of our members are being met at a State level, we will also be meeting with the Opposition spokesperson for Childcare and the Opposition spokesperson for Education. We see this as an avenue to put some pressure on the Government to better represent the interests of private providers of childcare at a State level.

Gwynn is a member of the State Child Care Forum. This provides an excellent opportunity for issues concerning Childcare Queensland to be brought forward at a Ministerial level. Childcare Queensland supports Minister Pitt on his decision to place Outside School Hours care in the Early Years Centre designated for Caboolture and a Family Day Care service attached to the Early Years Centre in Nerang instead of the long day care centres as originally discussed. Information that we provided to the Minister clearly revealed that in these areas there is an over-supply of child care places. The Early Years Centres will provide much needed community support to all services in the area.

Committee members of Childcare Queensland regularly meet with Sarah Swain, Manager of the Legislation Unit in the Department of Communities where issues on the Regulations and the Act are discussed. Outcomes achieved from these meetings have been extremely positive as changes to and clarification of issues has been resolved.

Local Government

A group of licensees and the Childcare Queensland President met with Councillors, local government representatives, two State members and a Federal candidate to discuss the oversupply of child care places in that area. All present were in agreement that discussions will continue in an effort to address the problem.

Childcare Queensland is progressing this and recognises that oversupply is common in many areas throughout Queensland and in fact, Australia.

The last six months have been extremely productive for Childcare Queensland. We expect that childcare and early learning initiatives will become one of the major issues for 2007.

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Your Workers' Super, Wages and AWAs.

The current Workplace Relations climate continues to challenge Childcare Queensland employers in regards to superannuation, wage rises and individual workplace agreements. Here is an update on some of the basics.

A consequential amendment made as part of the Government's WorkChoices reforms significantly affects the Choice of superannuation fund legislation.

As of 1 July 2006 employees covered by Notional Agreements Preserving State Awards (NAPSAs)* are eligible to choose a fund into which their superannuation contributions are to be paid.

However, as was the case prior to the WorkChoices reforms, employees will not be eligible for Choice if they are covered by a pre-reform Federal or State Certified Agreement or an Australian Workplace Agreement (AWA) that specifies a Superannuation Fund into which contributions are to be made.

By entering new Workplace Agreements (collective or individual) after WorkChoices, employers can specify a fund into which contributions will be made for all their employees. If this occurs the employer is not required to offer choice to the employees where contributions are made in accordance with the Workplace Agreement.

In circumstances where an employee fails to make a choice for the purposes of the Choice legislation, the employer will be required to comply with the legislation by contributing to the fund specified in the NAPSA. For employees who are not affected by WorkChoices and who are still covered by the State Award, there is no requirement to offer choice of fund to employees.

* Note: Employers who are Constitutional Corporations (i.e Companies) are covered by the Notional Agreement Preserving Child Care Industry Award (NAPSA) from 27 March 2006.

Please call Livingstones Australia on (07) 3833 1200 if you would like further information about your superannuation choice of fund obligations.

Wage Increases

The wage increases awarded by the Queensland Industrial Relations Commission on 24 March and 27 June 2006 are continuing to roll through into the NAPSA and State Award. The most recent increase applies from 1 March 2007 and the new wage sheets are available through Livingstones Australia. NAPSA and State Award Employers should be watchful for the next Work Value / Pay Equity increase that applies from 1 September 2007.

Employers who are covered by the NAPSA (i.e employers who are Constitutional Corporations affected by WorkChoices) can expect another minimum rates increase from the Australian Fair Pay Commission (AFPC) in approximately July of this year.

AWA's for Childcare Queensland members ready now

Phone Livingstones Australia on (07) 3833 1200.

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Australian Workplace Agreements

Livingstones Australia in conjunction with Childcare Queensland has developed a template Australian Workplace Agreement specifically for members of Childcare Queensland. The Agreement provides an opportunity for employers to:

- Incorporate centre policies and procedures into a formal, legal and enforceable document;
- Provide flexibility for part-time and casual workers to work up to 38 hours per week;
- Lock in employment conditions for up to 5 years;
- Avoid the uncertainty of the Award rationalisation process;
- Formalise conditions about Blue Cards, immunisation, performance counselling processes etc;
- Provide employees the opportunity to cash out an amount of Annual Leave and/or Long Service Leave;
- Satisfy Superannuation Choice of fund obligations; and
- Bypass some of the inflexibilities in the Award that affect your business on a daily basis.

AWAs are available to employers who are Constitutional Corporations.

If you are interested in implementing AWAs in your Centre, please contact the Association or Livingstones for further information.

It seems timely that all Australian workers consider reviewing their financial resolutions by looking at the superannuation opportunities that have come from the changes in the 2006 Federal Budget.

The changes aim to make superannuation a lot simpler and to provide greater tax concessions for retirement.

Changes from 1 July 2007

For the self-employed (and other eligible people), the changes include:

- The ability to claim a full deduction for personal contributions to superannuation until age 75;
- Access to co-contributions (where the Government contributes also to your retirement account depending on your income); and
- The post-June 1994 invalidity component will be extended to the self-employed.

This is good news for the self-employed, but what does it mean?

Claiming a Deduction for Personal Contributions

Self-employed people can claim a 100% deduction to a new maximum annual limit of \$50,000 (more if you are aged 50 plus). Previously, a 100% deduction was only available for the first \$5,000 of personal contributions and a 75% deduction on the balance up to an age-based limit. Furthermore, the current age-based limits will be abolished and replaced with new annual contribution limits:

Age	Limit before 1/6/07	Limit from 1/6/07
Under 35	\$15,260	\$50,000 per year
35-49	\$42,385	\$50,000 per year
50-74	\$105,113	\$100,000 per year up to 30/6/12 and \$50,000 per year thereafter

The Government Co-contribution

Under this scheme, the Government matches (or co-contributes) a \$1,000 personal contribution from your after-tax income with a \$1,500 payment if you earn less than \$28,000. This co-contribution reduces by 5c for every dollar you earn over and above the \$28,000 up to a maximum of \$58,000.

As a self employed person, you are eligible for this co-contribution if:

- You earn 10% or more of your income from carrying on a business, eligible employment or combination of both;
- Your total income is under \$58,000; and
- You are less than 71 years of age at the end of that income year and are not a temporary resident at any time during the income year.

If you visit www.accsf.com.au/education/conconts, the table will illustrate how much eligible people will receive from the Government based on income and contribution. You can also access more information at www.ato.gov.au/superprofessionals

Post-June 1994 Invalidity Component


This benefit was not previously available to the self-employed. Benefits paid to a self-employed person who becomes permanently disabled are eligible for a 'post-June 94 invalidity component' on the part of the benefit that is taken as a lump sum, or a 15% offset if the benefit is taken as a pension.

Professional Advice

There are many opportunities for the self-employed to consider. Before making any decisions, consult with a licensed financial adviser to help you make the most suitable decisions for your financial situation.


For general information about superannuation, please contact Mary Marshall of the Australian Child Care Super Fund on 0438 576 470.

This article contains information of a general nature only. It is not intended to constitute the provision of advice. Before acting on any information you should consider its appropriateness having regard to your objectives, financial situation and needs. Prior to making a decision in relation to any financial product, you should consider the relevant Product Disclosure Statement. Investment Nominees of Aust Pty Limited. ABN 84 068 826 728 AFSL No. 233815. RSE Licence No. L0000611 as Trustee for Australian Child Care Super Fund. Fund Registration No. R1001617, ABN 19 022 138 786.



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Solving the Lunch Dilemma

Deciding on “What’s for Lunch?” is a question that confronts both childcare workers and parents everyday. Finding meals that will not only be nutritious and healthy for children but which will also look good and tempt their tastebuds, is the ultimate challenge!



Importantly, the food that is provided throughout the day in long day care ideally needs to provide about 50% of a child’s total daily food intake. So make sure the food you supply is a healthy balance from all the main food groups. What children eat can have a big impact on their ability to concentrate and learn, and can influence their mood, behaviour and energy level at the end of the day.

What’s for lunch at your centre or service?

If your childcare centre or childcare service provides food, a quick menu audit can help to identify if the balance of food is what children need. Alternatively, if parents provide the food help them to do a quick lunchbox check to make sure there is some food from each of the four main food groups. This will help to ensure the lunch provided is meeting the nutritional requirements for long day care (50% total recommended daily intake) as outlined opposite:

Try to Include

Bread and Cereals - the energy foods

2 serves / day

1 serve = 1 slice bread; ½ cup cereal; 1/3 cup cooked rice; ½ cup cooked pasta

Choose from : breads or rolls; pita or lavash bread; rice; pasta; noodles; muffins; pikelets.

Fruit and Vegetables

1 serve Fruit / day + 1 serve Vegetables / day

1 serve = 1 whole medium piece of fruit or

¾ cup chopped fruit

= ½ cup cooked vegetables or 1 cup raw vegetables

Packed full of vitamins and minerals these foods help to keep colds, flu and other infections away. Make sure the fruit is easy to eat and not too messy or it will get left uneaten. The vitamin C in fresh fruit and vegetables can help children to better absorb iron (good iron levels are important for resistance to infection, memory and learning). Choose from: chopped up fresh fruit; pre-packed fruits; vegetable sticks; salads. (For lunchboxes wrap foods like sliced tomato separately to avoid soggy sandwiches by lunchtime).

Milk and Milk Products

1 ½ serves / day

1 serve = ½ cup milk; 100g yoghurt; 15g cheese

Important for young growing bodies, strong bones and teeth. If your child dislikes or is intolerant to dairy foods then substitute with the calcium-fortified soy milk products. Choose from: milk or soy milk (plain or flavoured); yoghurt (if it can be kept cold enough); cheese; cheese sticks; or a dairy dessert.

Meat and Meat Alternatives

1 serve / day

1 serve = 45g meat or chicken; 60g fish; 1 egg; 1/3 cup cooked legumes (eg baked beans)

These protein foods help young minds to stay alert and are needed for growth and brain development. Choose from: lean meat, tuna or salmon; baked beans; hommus; egg and chicken.

Encourage parents to make sure these foods stay safe. Foods high in protein are the ones that bacteria love - the lunch needs to be kept cool. Sandwiches can be prepared ahead of time and even frozen (depending on the filling).

Keeping Lunches Safe

Keeping foods safe, cool and appetizing is just as important as the healthy balance. Include frozen drinks or freezer packs and use well insulated lunchboxes to help keep things cool and safe. Encourage children to eat any high risk foods such as yoghurt at morning tea – especially if these foods cannot be stored in the refrigerator.

Putting it all Together

Here are some tasty combinations to try:

- Pita wrap (with hommus, grated cheese, carrot, capsicum, alfalfa) + a frozen milk drink (such as a tropical smoothie) + a small container with chopped melon + a slice or two of raisin bread
- Homemade pasta salad (tuna, corn, capsicum, shallots and peas) + a small container of cherries or strawberries + a cheese stick + homemade pikelets
- Double decker sandwich (turkey breast, mayonnaise, celery and grated carrot) on three slices of bread; + apple & kiwi fruit combo + cheese slice + homemade muffin
- Wholemeal bread roll/sandwich with egg & lettuce + frozen yoghurt + bunch of grapes + scone
- Cooked Noodles with tuna, corn and chopped capsicum + banana bread + frozen milk drink + fruit salad

Healthy snacks can be quick, simple and very nutritious. Try these:

- Slices of fruit
- Banana slices coated in coconut
- Frozen fruit (grapes, banana, orange)
- Vegetable sticks with cottage cheese, hommus or avocado
- Toast fingers with cinnamon
- Raisin toast
- English muffin with mashed banana
- Rice cakes with vegemite, cheese or honey
- Weet-bix with honey
- Pikelets
- Jaffles filled with baked beans or mashed potato with cheese
- Triple decker sandwiches
- Homemade pizza (on English muffins, pita bread, or plain pizza bases)
- Milkshake/smoothie (fruit, milk and ice, blended)
- Cheese triangles/sticks
- Yoghurt with extra fresh fruit
- Custard
- Fruit slushie (frozen fruit and water, blended)
- Baked potato filled with tuna or creamed corn or topped with cheese

For other taste-tempting ideas check out the Nutrition Australia website, www.nutritionaustralia.org
phone: (07) 3257 4393 or email: qld@nutritionaustralia.org

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Staff Entitlements When Selling Your Business

I'm selling a childcare centre and have three employees, Tom with nine years service, Nancy with seven and Monique with two years. Are they entitled to long service leave payments?

This is a common question and the answer depends on the contract of sale used for the sale. Some larger childcare centre chains use their own contract of sale. These contracts are quite extensive and cover all dealings with employee entitlements. However, the most common contract of sale for businesses is the REIQ Contract of Sale ("REIQ Contract").

The most important section in the REIQ Contract is section 18, and in particular section 18.8 (b). This section states that at completion an amount equal to 70% of the entitlements is required to be paid to those transferring employees with five years service to the Seller or their predecessor. The entitlements are accrued up to the date of completion.

Despite the sale of the business to a new owner, an employee's service is deemed to continue for the purposes of calculating long service leave. It is important that a purchaser receives a contribution to long service leave that has accrued. This seems fair from the perspective that the seller has had the benefit of the dutiful employee for the period up to the date of completion. The seller should not be penalised for this when they will only be receiving the employee's service for the remainder of the time up to the time they must pay out the long service leave entitlements.

It is important to note that this entitlement is not paid to the employee personally. The sum of the entitlements is either made as a one-off lump sum payment, which will be adjusted at completion to reflect the seller's potential liability up to the date of completion in favour of the buyer (i.e. it is added to the purchase price). Alternatively, the parties may agree to hold the sum of the entitlements in an independent account. In the event that the latter is chosen, any interest accrued on the amount will need to be shared between the buyer and seller.

While it is not expressly covered, a prudent purchaser would be recommended to negotiate with the seller an amount that the seller will contribute for those employees, who, while not currently being entitled to a contribution, will be entitled shortly after settlement.

In relation to the original question raised, only Tom's and Nancy's entitlements will need to be accounted for.

As the above information is a brief overview, we take no responsibility for your reliance solely on what is contained herein. We recommend that you seek independent legal advice in the event that you are purchasing or selling your business.

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Get Ready to Focus on the Future

Embracing the Future: Innovations in Childcare

Childcare Queensland Conference
Friday 8 – Sunday 10 June 2007 (Queen's Birthday long weekend)
Brisbane Convention & Exhibition Centre

Register Now!

Guest Speakers:

- **David Koch**
of the 'Sunrise' and 'Money' programs
- **Professor Frank Oberklaid**
Director of the Centre for Community Child Health at the Royal Children's Hospital, Melbourne and a Professor of Paediatrics at the University of Melbourne
- **Professor Carolyn Fewster**
Assistant Professor in Early Childhood, Bond University (Children's Services)

The 2007 conference theme, "Embracing the Future: Innovations in Childcare", is built around the current issues facing our industry now and into the near future.

The conference programme includes an extensive professional development programme planned for licensees, owners and centre staff, a trade exhibition and social calendar.

Like to know more?

Contact the Childcare Queensland conference secretariat on 1300 721 958
or by email on conference@childcareqld.org.au



This Conference is Crucial for Knowledge Building and Forming Contacts

**Childcare Queensland Conference Brisbane Convention & Exhibition Centre
Friday 8 – Sunday 10 June 2007 (Queen's Birthday long weekend)**

With childcare at the top of the political agenda this federal election year, it means our Childcare Queensland Conference requires your attendance more than ever before.

The title of the conference is *Embracing the Future: Innovations in Childcare*. It will be an opportunity to meet not only with the expert speakers, but also with our sponsors and trade show exhibitors, as well as with each other.

The conference includes an extensive professional development programme planned for licensees, owners and centre staff, a trade exhibition and social calendar.

We have a lot to discuss with you and would dearly like you to come and join in what will be highly productive sessions in which we will learn from our guest speakers and each other.

Expert Speakers

We have spent the past six months on a media and political lobbying campaign to make gains for our sector and now we have a chance to discuss our future with the Federal Minister responsible for childcare services, Minister of Families, Community Services and Indigenous Affairs, the Hon. Mal Brough, who is also House of Representatives member for Longman, Queensland. He will be a key speaker at the conference.

But the conference will not all be about politics. Other guest speakers include David Koch, from the Sunrise and Money programmes, who not only tells a good story about his own experience as a parent, but also is an expert on financial issues relating to small business.

An expert on child health, Professor Frank Oberklaid will address this key issue for childcare centres. He is Director of the Centre for Community Child Health at the Royal Children's Hospital, Melbourne and a Professor of Paediatrics at the University of Melbourne. Professor Oberklaid will be speaking on latest research on how important quality care is to the brain development of children throughout their early years.

Professor Caroline Fewster, a strong advocate for children during their early years. Caroline is Assistant Professor in Early Childhood, Child Services, at Bond University, lecturing on leadership roles in children's services, and on values in guiding interactions with children and their families. Professor Fewster has extensive practical knowledge of a day in a child care centre and imparts this knowledge with a great sense of humour.

Our Public Relations and Political Lobbying consultants, Strategic Campaign Associates and Australian Public Affairs, will run a media training session for all participants. This is a unique opportunity as this training comes at a huge cost for an individual service.

You will learn what motivates journalists, what kind of comments they are looking for when speaking to you, and how to respond in an interview to ensure that your message gets across as you intended. You will receive vital strategies on how to reply to the media should an issue arise in your service.

Trade Expo

Concurrent to the conference, you will be able to speak to a broad range of suppliers to the childcare sector – from financial institutions to suppliers of educational toys, books, management services, industrial relations experts, lawyers, accountants, superannuation funds and more.

Social Activities

Break the ice on Friday evening with Cocktail drinks and finger food. This is a great opportunity to network and meet sponsors and suppliers.

Saturday evening you can attend a Gala Dinner where you will be entertained, can show your skills on the dance floor and enjoy good people, good food and good wine.

Visit our website www.childcareqld.org.au or contact the Childcare Queensland conference secretariat on 1300 721 958 or by email on: conference@childcareqld.org.au

Our Contact Details

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