

IN HOME CARE PROGRAM

COST PROHIBITIVE

- Increase hourly rate cap to reflect true cost of employing Educators legally under the Children's Service Award (all other subsidised childcare types use the Children's Services Award as a base)
- \$48 for 2023-24 FYI would be reasonable
- This would improve affordability for Remote and Rural and Complex and Challenging sectors
- A **new ACCS type "ACCS Public Service"** could be created to support children whose parents work as nurses, police or paramedics....
- This new ACCS type could just apply to families using In Home Care due to being shift workers or all childcare types if possible
- This new ACCS type would encourage people to become nurses, police or paramedics

EDUCATOR WAGES AND EMPLOYMENT STATUS

- Service Providers who **employ** - should withhold and pay tax, super, work-cover, third party software costs and insurance on behalf of Educators and families
- Service Providers who **contract** - should withhold and pay tax, super and work-cover on behalf of educators and take care of third party software costs and insurance cover for families
- The children's service award should be increased to reflect the importance of childhood education and care
- Part time and Full time employment status is not really possible with In Home Care due to the eligibility of the children using the care being dependent on Centrelink, parental work activity, 26 week rule, IHC eligibility assessments, families ability to provide supporting evidence for ongoing eligibility, CCS balancing, challenges with collecting ACCS supporting documentation, ACCS approval inconsistencies, home safety checks uncovering unsafe working environments, complex and challenging conditions of work, changing needs of children with complex medical conditions, changing work conditions of parents, fragility of work place relationships within a family home, etc.
- We should anticipate that educators working in In Home Care, will primarily receiving casual rates due to the above being out of the employers control.

SUPPORT AGENCY

Support Agency's shouldn't be able to operate as a Service Provider in their jurisdiction due to high conflict of interest

- Service Providers report that becoming a service provider in South Australia and Tasmania is roadblocked by differing requirements than other states.
- The only service providers in South Australia and Tasmania are run by Support Agencies
- WA and NT also seem to have Support Agencies and Service Providers that are the same entity
- Support Agencies should collaboratively offer professional development opportunities to Educators nationally
- Support Agencies have been reported to have varied standards of IHC eligibility assessment
- Service Providers report that the Family Management plans regularly do not show accurate span of hours and are often poorly worded causing confusion for families and services
- Families report that there are many Service Providers who do help families recruit educators but this isn't promoted by Support Agencies
- Service Providers have highlighted conflict of interest with relation to Support Agencies favouring their own Services, monopolising the provision of care, creating inequality, taking away the families freedom of choice, risking the viability of services not connected to the Support Agencies

APPLICATION AND ELIGIBILITY

- Families report that the application process has become complex, arduous and a roadblock
- Families believe that the support agency should have access to their CCS status, CRN's, families details etc. rather than having to provide it all over again.

- There doesn't appear to be a simple online form to fill in that doesn't require families to repeat all the information that they have already provided to centrelink
- Families report that they often do not have stable internet, printer, ink or paper to achieve applications
- Families report that the new 6 month eligibility assessment is distressing and not necessary
- Educators report that the new 6 month eligibility assessment has made them consider other more secure avenues of employment
- Families report that the 3 monthly check in's were an adequate method of determining ongoing eligibility and provided the educators with confidence

MINISTERS RULES relating to IHC

- Continue to permit educators who are working towards a Cert III in early childhood education to provide education and care
- **Add** Primary Teaching as a permitted qualification with ASEQA in recognition that children aged 5-13 receive education and care through the IHC program
- **Permit** educators who are working towards a Primary Teaching qualification to provide education and care
- Consider that there are 3 groups of families using the In Home Care Program, this is not a one size fits all program
- **Add** nursing, midwifery, occupational therapy as permitted qualifications with ASEQA in recognition that the IHC program provides education and care to children with complex and challenging needs or illnesses
- **Permit** educators who are working towards their nursing qualification to their nursing, midwifery or occupational therapy qualification to provide education and care for children with complex and challenging needs or illnesses

Permanently extend the provision allowing working with remote families, to be exempt from above

- Continue to ensure that Service Providers provide mentorship and education planning support to unqualified educators providing care in remote areas
- Widen the scope of care provision for remote educators only, to include Primary Public Distance Education supervision (not homeschooling)
- Expand the payment of CCS to cover sessions of care provided by Educators in remote areas, to children requiring Primary Public Distance Education supervision - so that parents in remote areas don't have to cease work or personally employ an educator to physically supervise the education of their child

FOR THE MINISTER TO KNOW REGARDING 3 SECTORS of In Home Care

- Families with complex and challenging needs or illnesses would benefit from being able to select Educators with a variety of qualification types and skills. Broadening the accepted qualifications would increase the quality and relativity of care, increase recruitment success, ensure Educators are more familiar with type of care required
- Families who require non standard work hours, find the cost of the IHC program prohibitive, many siting it is is not worth going to work anymore. Providing shift workers who work in public service fields such as nursing, police or paramedics could be given a higher CCS %
- Families who live in remote and rural face their own set of challenges around recruitment challenges, supervision of children undertaking Public Distance Education. These challenges can easily be addressed by a permanent change to the ministers rules with relation to the IHC program around qualification exemptions and CCS claiming during supervision of Public Distance Education

REMOTE AND RURAL

These families have a unique set of challenges that don't apply to the other 2 sectors who are eligible for In Home Care

- Permanently extend provision to allow exemptions relating to educator qualification requirements for remote provision of care in recognition of recruitment challenges faced in remote areas

- Allow remote Educators to both deliver early childhood education and supervise primary public distance education as part of the IHC scope
- Widen scope of remote care to include supervision of Primary Public Distance Education
- Permit CCS claims for remote IHC sessions of care provided for supervised Primary Public Distance Education (every child has a right to free public education)

DISTANCE EDUCATION SUPERVISION - Remote Educators

The IHC program is to provide education, care and support to children aged newborn to 13 as their parents work or cannot provide adequate care or supervision

- Children who live remotely, aged approx 5-13, who attend Public Distance Education, currently receive no education, care and support through the scope of the IHC program
- It is expected that working parents of the remote children, resign and provide the required supervision
- Or it is expected that the parents use the Distance Education Allowance of \$4800 toward the cost of a privately funded teachers aid/governess/nanny which costs up-to \$75,000 per annum to supervise the child
- Although the quality of Public Distance Education has increased exponentially, the teachers are not physically able to administer first aid, comfort a distressed child, care for their physical health and well being as they are not actually in the room
- The teachers cannot help children keep on task, stop the child from leaving the room, physically protect children from other children, help with emotional regulation, support appropriate behaviours, remove unsafe items from a child, help develop fine and gross motor skills, pen grip, use of scissors, formation of letters, sensory stimulation, physical participation and so forth
- Children who can **physically** attend a classroom, have access to **all of the above** and often an additional teachers aid as well
- Children who can **physically** attend a classroom, have physical access to cooking experiences with safety parameters in place, sporting lessons with physical opponents, dance lessons where safe movement can be taught, art lessons with teachers able to physically touch and guide and music teachers who can physically assist with instrument positioning
- Children who can **physically** attend a classroom, have teachers present to model appropriate classroom behaviours, respecting others space, bodies, awareness of others emotions, social skills, coordination etc.
- The Distance Education Allowance should be utilised for art supplies, music books, library books, stationary, calculators, learning materials, white boards, computers, iPads, sport equipment, high speed internet, climate control, desks, chairs, screens, speakers all the things needed for education... not to combat the loss of parental income or engagement of a supervisor

SIMPLY MODIFY THE MINISTERS RULES TO ALLOW CCS CLAIMING FOR CHILDREN DURING IN HOME CARE SESSIONS PROVIDED BY EDUCATORS IN REMOTE AREAS.

CHILDCARE QUALIFICATIONS

- Create a Cert II in childcare that includes units of the Cert III that relate to child safety, education and care within a family home, but without the placement component (the placement component prevents Educators from completing the Cert III, so a Cert II stepping stone for in home care would be a great option)
- Make all childcare courses free
- Make WWCC a national application and scheme
- Include all crimes on WWCC as theft, assault of older people, drug and alcohol crimes etc. may be a danger to a child who is cared for one on one

SHIFT WORKING

Educators prefer secure **regular** employment

- Perhaps start with changing the culture of the Police Force and Paramedics so that they offer employees with children, the same regular shifts each week so that they can provide secure regular employment to educators

- Note that the time that the regular shift starts and finishes is not a problem, its the rotation and lack of earnings that concerns the educator

Cost to employ educators for hours outside the norm is much higher

- To combat the penalty rate costs, perhaps acknowledge and reward nurses, police and paramedics with the benefit of a new kind of ACCS - "ACCS Public Service" for their commitment to the people
- This benefit would also encourage more people to choose these fields of work as they would know that they also get higher child care subsidy support
- If providing "ACCS Public Service" for all childcare types is not possible, then perhaps just for In Home Care to combat the unavoidable penalty rate expenses that families face

COMPLEX AND CHALLENGING

- The In Home Care program does this well, primarily because many of the families who are eligible under this criteria can also apply for ACCS Child Well Being, making the program affordable to use (this is reflected in the ACCC preliminary findings)
- To further support these children, adding a wider range of acceptable qualification and skill types to the pool of educators that are permitted to provide education and care would be a huge benefit
- Allow people who are working toward or have nursing, midwifery or occupational therapy qualifications to be engaged as educators to provide education and care to children with complex and challenging needs or illnesses