

QUICK CHANGES to the In Home Care Program that would have a HIGH IMPACT for all 3 sectors

IHC HOURLY RATE CAP INCREASE from \$37.34 to \$48.50 to reflect a Casual hourly rate for a Diploma Level Educator, inclusive of Superannuation, work cover, insurances and Payroll Taxes.

This simple change will:

- make the program more financially accessible for families across all 3 sectors
- attract more Educators to apply for roles across all 3 sectors
- increase the quality of Educators across all 3 sectors

QUICK CHANGES to the In Home Care Program that would have a HIGH IMPACT for all 3 sectors

from \$37.34 to \$48.50 to reflect a Casual hourly rate for a Diploma Level Educator, inclusive of Superannuation, work cover, insurances and Payroll Taxes.

This simple change will:

- make the program more financially accessible for families across all 3 sectors
- attract more Educators to apply for roles across all 3 sectors
- increase the quality of Educators across all 3 sectors

QUICK CHANGES to the MINISTERS PROVISIONS which will have a HIGH IMPACT for children with Complex Care needs

In recognition that IHC educators working with children who are experiencing Complex and Challenging Circumstances may be required to use skills other than those related to a Certificate III in Early Childhood Education and Care

- (1) An IHC educator providing services to children who are experiencing Complex and Challenging Circumstances may be working toward or hold any of the following additional qualifications (nursing, trauma, social work, OT, other NDIS eligible quals etc.)

QUICK CHANGES to the MINISTERS PROVISIONS which will have a HIGH IMPACT for children who need before and after school care

In recognition that IHC educators working with families whose children require care before and after school care or during school holidays may not be required to use skills related to a Certificate III in Early Childhood Education and Care

- (1) An IHC educator providing services to children who require care before and after school care or during school holidays may be working toward or hold any of the following additional qualifications (perhaps the same as accepted for OSHC)

QUICK CHANGES to the MINISTERS PROVISIONS which will have a HIGH IMPACT on children in REMOTE AND VERY REMOTE areas

In recognition that *IHC educators working in remote and very remote areas may experience difficulties in meeting the qualification requirements for IHC (a Certificate III or evidence of actively working towards this qualification)*

- (1) An IHC educator providing services in a remote or a very remote area will meet the qualification requirements for the IHC educators if the IHC educator has access to and utilises the expertise of an educator with at least a Certificate III in early childhood education and care for at least 20 per cent of the time care is provided to a family. This may be by means of information and communication technology.
- (2) if the educator has been continuously employed at an early childhood education and care service located in a remote or a very remote area for a period of at least 15 years, then the educator does not need to hold or be actively working towards a Certificate III level education and care qualification

In recognition that families living in remote and very remote areas incur additional costs relating to transport, board, food and other ancillary costs to accommodate an IHC Educator

- (1) Claimed sessions of care will be 20% higher than the family's usual CCS %

In recognition that it is every child's right to free safe public schooling no matter where they live and that the parents of children who live in remote and very remote areas should not have to forgo paid work to supervise Public Distance Education

- (1) Families engaging an IHC educator in a remote or a very remote area will be permitted to claim child care subsidy during sessions where supervision is provided to children engaging in Public Distance Education
- (2) that the Distance Education teacher deliver the Education and that the IHC Educator only provide physical supervision, guidance and support

In recognition that IHC Services and families may face recruitment challenges in remote and very remote areas and that there may be more than one family in the remote location requiring IHC

(1) An IHC educator providing services in a remote or a very remote area will be permitted to provide education and care to children from 2 families within the same session of care at 90% of each of the families usual CCS %

(2) An IHC educator providing services in a remote or a very remote area to children from more than one family, will be paid 20% more than if they were only servicing one family

LONG TERM CHANGES to the In Home Care Program that would have a HIGH IMPACT

CREATION OF A NATIONAL SUPPORT AGENCY Possibly a team within the Department could be created or nominate a singular Support Agency that has no association with Service Providers

This simple change will:

- create a consistent national approach to family eligibility
- ensure that all Service Providers, families and educators are treated equitably
- eliminate the conflict of interest that exists when a Support Agency also runs a Service in the same state

LONG TERM CHANGES to the In Home Care Program that would have a HIGH IMPACT

CREATION OF A CENTRALISED PROFESSIONAL DEVELOPMENT AND SUPPORT PORTAL that can be accessed by all IHC Services and IHC Educators. Possibly a team within the Department could be created or funding provided to the Australian Home Child Care Association who could outsource and manage this

<https://australianhomechildcare.com.au/>

This simple change will:

- create a consistent national approach to child safety and professional development
- create a true community of practice
- ensure all Educators have access to relevant advice and information to support quality provision of care and education regardless of location or Service Provider
- ensure that IHC related support is delivered to all Educators and Families the program more financially accessible for families across all 3 sectors
- attract more Educators to apply for roles across all 3 sectors
- increase the skill level of Educators across all 3 sectors

COMMENTS REGARDING THE FAMILY DAYCARE OPTION FOR FAMILIES WHO REQUIRE IN HOME CARE DUE TO NON STANDARD HOURS

On the surface this sounds reasonable. There are scenarios where parents who work nonstandard hours, would need to pick their child up from the family daycare at midnight in order to transport them home to their own bed. This does not seem sensible especially given that other parents who work nonstandard hours maybe wanting to drop a child to that same family daycare at 4:00 AM because they're about to start an early shift. Not only would this require the parent to wake a sleeping child and transport them to a family daycare, but the family day carer may well be exhausted from handling the later shifts that some of the other enrolled families would require. Possibly interrupting their own families sleep as well.

The most simple solution would be to increase the in home care hourly rate cap and apply a higher CCS percentage for families who meet this in home care eligibility criteria.

COMMENTS REGARDING A CENTRALISED POOL OF EDUCATORS SIMILAR TO RELIEF TEACHERS POOL

On the surface this sounds reasonable. However expecting random educators to travel to random locations to look after random children with no job security is not reliable. Service providers act as a conduit between the family and the educator to help determine whether the educators skill set, personality, level of experience and capabilities will meet the families expectations and needs. Expecting children to respond positively and feel a sense of security and connection when random educators rock up is honestly a recipe for disaster. Very very rarely can a service provider successfully choose an educator on behalf of a family, to ensure success there needs to be a formal recruitment, interview and selection process undertaken. Choosing which educator will care for your children is a matter of the heart, there is a warm fuzzy feeling that a parent gets in the pit of their belly when they know that they have met the right educator for their family. Having a random person from a pool of educators show up is not tenable.

Educators would not be so difficult to recruit if the in home care hourly rate cap was increased so that the families and service providers could afford to pay the educators adequately for their work.

COMMENTS REGARDING IMPROVED DATA AND IT SYSTEMS FOR MONITORING

Simply set standards for third party software providers such as harmony to provide specific reports that all service providers can access and forward. Permit Support Agencies to access certain information through third party software providers as well.

COMMENTS REGARDING block funding support service provider financial viability

This is a fabulous suggestion, any funding or support would be greatly appreciated. However governance over what the service providers use those funds for would be imperative. All service providers should recruit educators on behalf of families and undertake all relevant employer employee obligations. There are many services that do none of these things for the families or educators, so it would be important to ensure that any funding was indeed used to strengthen the service providers capacity to provide a better quality service to the families and higher level of support to the educators.