



# Broadside

## 1:4 NOW IT'S LAW!



PHOTOGRAPH: INGRID MAACK

**As 2011 ramps up, one of the most significant changes to the quality of children's service provision in NSW is now law—all centred-based services providing early education and care to babies must now have a 1:4 staff-to-baby ratio.**

Community Child Care Co-operative commemorates this event with an interview with John Mason, Acting Executive Director of the Children's Services division of Community Services. Community Services is responsible for ensuring that all children's services offering care to babies are meeting the new ratio.

Community Child Care would also like to thank, once again, all the individuals who, working together to fight for the best interests of children, made this ratio become law. The fact that 1:4 is now law shows how advocacy works. It shows how individuals, working together, can cause far-reaching and lasting change in our community for the better. Thank you, each and every person who in any way contributed to this campaign. It worked! And thank you to the NSW Government for having the foresight and courage to bring in this change in 2011, ahead of the national implementation in 2012.

***Broadside:*** *The new ratio for babies came in on 1 January but when do services need to comply with it?*

**Community Services:** The 1:4 staff-to-child ratio for babies became mandatory across centre-based and mobile children's services in NSW from 1 January. Services are expected to have been complying with the standard from this time.

***Is there any grace period? Why not?***

No, there is no transitional period written into the Regulation. We have been communicating openly with services since the 1:4 ratio was announced in 2008, and in the lead up to the amendment of the Regulation to ensure everyone is well prepared for the change.

We know from earlier surveys that around a third of affected children's services were operating at the 1:4 ratio before it became mandatory.

As with all monitoring and enforcement activity, however, where Community Services identifies non-compliance with the Regulation, then our approach is responsive to providers that are taking immediate steps to comply with the law. Our preference is to work with providers to address any non-compliance without needing to take formal enforcement action.

***Do services need to meet the new ratio during staff meal and crib breaks?***

There has been no change to the existing parts of the Regulation that require licensees and authorised supervisors to ensure children are supervised at all times, and to ensure that primary contact staff are not performing other duties while supervising children.

***What are the main benefits Community Services is hoping to see from the new ratio?***

The most important benefit we will see from this change is greater individual care for babies in centre-

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# 1:4 NOW IT'S LAW!

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based and mobile children's services. The evidence is clear that the level of individual care and nurturing can improve the emotional wellbeing and safety of babies. As the research suggests, we believe this to be a move that will improve outcomes for children in the long run. This is the same reason that the Council of Australian Governments (COAG) moved to improve ratios under the new National Quality Framework (NQF).

### ***How will Community Services check that services are meeting the new ratio?***

As with other all enforcement activity, Community Services will use various types of proactive monitoring visits to ensure services are complying with the new ratio. We'll also rely on investigations in response to incidents and complaints.

### ***What sort of penalties could services expect to face if they do not meet the new ratio?***

Our preference has always been to work with providers to address any non-compliance without needing to take formal enforcement action, and this remains the case with monitoring the new ratio.

In cases where Community Services identifies non-compliance with the Regulation, we will try to be responsive to providers that are taking immediate steps to comply with the law.

That said, if we identify a serious breach or ongoing non-compliance, we can take formal enforcement action which could include a fine of up to \$22,000.

As well, under the new Regulation we have new powers in relation to compliance notices, and penalty infringement notices, so these enforcement methods may also be suitable, depending on the circumstances.

### ***Some services seem to believe that nothing will happen in regards to checking compliance in the lead up to the NQF. Is this true?***

No, this is incorrect. The NSW law will continue to apply to services for the remainder of 2011 and we will continue with our ongoing program of monitoring visits, compliance and education campaigns, and investigations in response to incidents and complaints.

### ***If a service has a mixed age group that contains babies, do they need to staff this group at a 1:4 ratio?***

There has been no change to the Regulation relating to the supervision of mixed age groups; however, the maximum group size for children under two is now 12, instead of 10.

### ***Under the National Quality Standard (NQS), the 1:4 will be a minimum ratio for babies. What sort of a ratio do you think services operating at the Excellent level would have?***

Under the National Quality Framework (NQF), it is intended that the Excellent rating will recognise services with exemplary practice in the delivery of

one or more quality areas. We expect the criteria for achieving the Excellent rating will be determined by the Australian Children's Education and Care Quality Authority (ACECQA) once it is established later in 2011.

At this stage, it is too early to say what educator-to-child ratios a service might offer to achieve an Excellent rating. A great feature of the NQF is that it recognises that it is not just the employment of additional educators in itself, but the way in which those educators use their skills and expertise, and the relationships they develop with children, families and colleagues that will impact on the quality of the service being provided.

### ***Do you think under the National Quality Standard (NQS) we will see a 1:3 ratio at any stage soon?***

While it is unlikely that there would be a change to 1:3 soon, the National Partnership Agreement does set out broad terms of reference for a review of the new regulatory system in 2014.

### ***Community Services did quite a lot of work on calculating what the average fee increase would be as a result of the ratio change. What was the average fee increase predicted? Do you have any sense that fees have increased beyond this?***

Independent analysis predicted that the average fee increase for parents would be approximately \$1.34 per day in long day care services.

Fee increases are likely to vary according to demand in different areas and how providers choose to spread the costs. For example, in very high demand areas it may be as much as \$10 per day but we expect that most childcare operators will spread the extra costs over all childcare places, resulting in fee increases of less than a few dollars per day.

For example, we understand that KU Children's Services are increasing long day care fees by an average of \$3.66 per day this year, but this increase would reflect a whole range of cost drivers, not just the ratio change.

These fee increases will generally be offset by the Commonwealth's Child Care Tax Rebate.

### ***Community Services has made it easier to apply for flexible licences in the lead up to the ratio change. Have many services taken up this option?***

Yes. There was quite a significant take-up of this option. However, because of the amendments that took effect on 1 January, a centre-based or mobile service now has even greater flexibility because the service approval no longer imposes limits on the number of children in particular age ranges that can attend the service.

It is up to the service to determine how many children of a particular age, or within a particular age range, attend at any one time, provided the service stays within the overall maximum approved number of children and doesn't have more than 40 children in the 0 to under-2 age range.

# UPCOMING COURSES

## QUALS FOR OOSH?

**Under the National Quality Standard (NQS), there are no changes to staff qualifications or ratios for OOSH services.**

For NSW services, this means that there are no set ratios or qualifications. OOSH services, will of course, have to prove that their staff member's qualifications and the ratios they run at contribute to the service's provision of quality care as part of their assessment against the NQS.

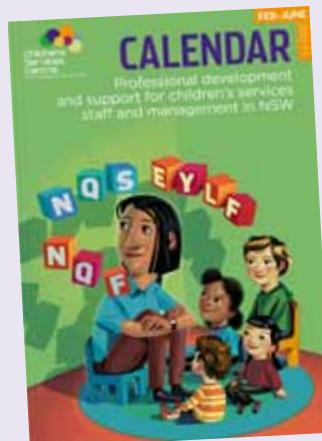
According to the latest *Building Blocks*, Community Service's newsletter, the Ministerial Council for Education, Early Childhood Development and Youth Affairs (MCEECDYA) has asked government officials 'to develop options on standards for staff-to-child ratios and staff qualifications in OSHC. The officials have been asked to take into account the unique characteristics of the sector and any quality and cost impacts of the options'.

They have been asked to report back to the Ministerial Council on the options by January 2012.

## It's the student support that sets ECTARC above all the rest.

An ECTARC Training Officer is available at all times during business hours, 8:30am to 5:00pm Monday to Friday, to take your call. Studying via correspondence does not mean you are on your own. The ECTARC team is there to support you every step of the way.

For information on all ECTARC programs please visit [www.ectarc.com.au](http://www.ectarc.com.au) or call 02 4223 1111 to speak to an ECTARC Training Officer.



The following training courses are being held by Community Child Care in the coming weeks.

To book into these courses, please go to: [www.cscentral.org.au/pd](http://www.cscentral.org.au/pd)

### TUESDAY, 15 FEBRUARY 2011

Management Committee Training, Webinar

### TUESDAY, 15 FEBRUARY 2011

Quality: An Insight into Quality in Early Childhood Services, Liverpool

### THURSDAY, 17 FEBRUARY 2011

Quality: An Insight into Quality in Early Childhood Services, Petersham

### FRIDAY, 18 FEBRUARY 2011

Food Safety – Follow Basic Food Safety Practices (HLTFS207B), Manly

### FRIDAY, 18 FEBRUARY 2011

Menu Planning – Plan and Evaluate Meals and Menus to Meet Recommended Dietary and Cultural Needs (HLTNA302B), Manly

### MONDAY, 21 FEBRUARY 2011

National Quality Framework – Information Sessions, Webinar

### MONDAY, 21 FEBRUARY 2011

Early Years Learning Framework in Depth, Maitland

### TUESDAY, 22 FEBRUARY 2011

Quality: An Insight into Quality in Early Childhood Services, Wollongong

### WEDNESDAY, 2 MARCH 2011

Capacity Building for New Early Childhood Service Leaders, North Sydney

### WEDNESDAY, 2 MARCH 2011

National Quality Framework – Information Sessions, Webinar

### MONDAY, 7 MARCH 2011

National Quality Framework – Information Sessions, Parkes

### MONDAY, 7 MARCH 2011

Early Years Learning Framework in Depth, Maitland

### TUESDAY, 8 MARCH 2011

Quality: An Insight into Quality in Early Childhood Services, Lismore

### THURSDAY, 10 AND FRIDAY 11 MARCH 2011

Leadership Series, Manly

# NQF KNOW-HOW

**The regulations that support the National Quality Framework (NQF) were due to be released at the end of December 2010 but have been delayed until late February.**

In the interim, DEEWR has released an information paper designed to provide a comprehensive explanation of the National Law and the proposed content of the National Regulations. A copy of this paper can be found at [www.cccnsw.org.au/changes](http://www.cccnsw.org.au/changes) under 'News and Updates' on the left-hand side.

Following the release of the Regulations, DEEWR, together with the state and territory governments, will undertake another round of 'consultation forums' on the proposed Regulations. Submissions on the Regulations are due on 14 April 2011.

Community Child Care hopes that the consultations are true consultations, and not just misnamed information forums. These regulations will provide the overarching rules for running a children's service from 2012, and it is vital that children's services in NSW can alert the architects of the Regulations to any unintended implications on their service and its delivery by the Regulations. Community Child Care has

analysed how the latest information affects services and presents this analysis to compliment your own reading of the information paper.

## Documentation

- There are to be Service Guidelines and an Operator's Handbook, as well as the Regulations that will outline best practice and additional information such as a formula for calculating ratios required for mixed age groups. Community Child Care can see the advantage in having service guidelines but the number of documents a service will now have to comply with/consult is rapidly rising (at a minimum, there is the law, the Regulation, the guidelines, the handbook, the Standard, the Guide to the Standard and the Assessment and Ratings Instrument). Unless this can be simplified, then services, especially educators with English as a second language are going to be in for a difficult time.
- Each service's annual Quality Improvement Plan must be available for inspection by parents and Community Services at all times.
- Services will need to have on display the name of the Certified Supervisor who is in charge of the

service (nominated supervisor) at any particular time.

## Fees

- The annual fee will be \$185 for a service under 26 places, \$275 for a service between 26–80 places, and \$365 for a service above 80 places. (An application for reassessment and re-rating or for review by the Ratings Review panel will cost between \$400 and \$800). All fees will be indexed by the consumer price index (CPI). The first annual fee will be payable in 1 July 2012.
- The fee to apply for a Supervisor Certificate will be \$30.

## Certified supervisors

- To be a certified supervisor, you must have at least three years' experience or a Diploma or teaching qualification. (Community Child Care believes that new Diploma graduates should not be in charge of a service and that certified supervisors should have three years' experience and a Diploma or higher qualification).
- If a certified supervisor is asked by the licensee (approved provider) to be the nominated supervisor at any time, they must agree to this.

## Ratings

- Where a service has not yet been assessed under the NQF, its rating will be Foundation/Operating Awaiting Assessment or Foundation/Operating Not Yet Assessed.
- The final names of the ratings for the quality areas are now uncertain, i.e. it may be High Quality or Advanced, and it may be Foundation or Operating Level.
- If you apply for an Excellent rating and are not granted it, there is no appeal process—and you cannot apply again for another three years.

## Preschool program

- The requirement for access to a preschool program has been watered down. A service can now only get High Quality/Advanced if they provide a preschool program or if they facilitate access to another preschool program at nearby premises by 'providing parents of those children with information about one or more preschool programs; and/or supporting the child's attendance at a preschool program'. This change may be in recognition of the impossibility of FDC schemes achieving High Quality in Educational Program and Practice whilst the preschool requirement was in place.

## Ratios

- Consideration is still being given to the issue

of educator-to-child ratios during staff rest and meal breaks. One approach being explored is to require educator-to-child ratios to be met at all times, including during staff breaks—with a Regulatory Authority having discretion not to take enforcement action during such periods. This approach currently operates in a number of jurisdictions. An alternative approach, which is used in some other jurisdictions, would be to set out particular requirements for dealing with breaks.

### Qualifications

- First Aid Qualifications will need to include Anaphylaxis Management and Emergency Asthma Management training.
- The requirement that services under 25 places have a teacher working with the service 20 per cent of the time will be determined on a quarterly basis. Working with the service, 'includes planning of programs, mentoring and coaching educators, facilitating research or working directly with or observing children'.
- Teacher Exemptions. If you have an interim exemption for a teacher position at January 2012 this will remain in force until March, at which stage you will need to apply for a temporary waiver under the NQF.

### Physical environments

- Services can apply for a temporary or a service (permanent) waiver for some elements of the Physical Environment and Staffing Arrangements quality areas. Services will need to show how they can provide quality care to children despite having a waiver in place. Temporary waivers will need to be backed by an action plan for how the service will meet the requirement.
- There will be savings provisions in the National Regulation for those NSW services that currently have savings provisions for space requirements.
- Services that are currently licensed but do not meet the NQS Physical Environment requirements will not be required to modify their premises until such time as they do any renovations on their service.

### Other

- Services will need to do a risk assessment for potential natural and other emergencies in the vicinity of the service (e.g. bushfires/floods).
- Services must have a separate space for babies to play in.
- Educators can still be under 18 years old (Community Child Care is unimpressed!) but must be supervised by someone with a Diploma or a Certificate III.



## Did you know the NSW Government spends less on early childhood education and care than any other state?

The NSW Government spends **substantially less** money on children's services than any other state in Australia.

It spends **just \$185 per child** per year compared to Victoria's **\$220**, South Australia's **\$496**, Tasmania's **\$342** and the ACT's **\$489** per child\*.

**Research tells us that quality early education and care is vital for later educational success. Why are children in NSW being short changed?**

## Double the funding for early education and care!

**Send an email** to the Labor Party, the Coalition and the Greens and demand that their party commit to doubling the funding for education and care services in NSW.

[premier@nsw.gov.au](mailto:premier@nsw.gov.au)

[barry.ofarrell@nsw.liberal.org.au](mailto:barry.ofarrell@nsw.liberal.org.au)

[office@nsw.greens.org.au](mailto:office@nsw.greens.org.au)

\* Productivity Commission's Report on Government Services 2011

# GET YOUR QUALS NOW? ...OR LATER?



**By now, everyone in a preschool or a long day care centre who reads *Broadside* should be aware that by 2014, 50 per cent of educators at their service should have (or be actively working towards) a Diploma level ECEC qualification or above, and all other educators should have (or be actively working towards) a Certificate III.**

## **So, should you be organising to enrol your staff in Certificate III or Diploma qualifications now, or is it OK to wait?**

The National Quality Standard (NQS) states that by 2014, preschools and long day care centres staff must have, or be working towards, the qualifications outlined above. As this was part of the COAG process, this was seen as un-changeable.

In a report in *The Australian* newspaper on 17 December 2010, Minister Ellis was reported as saying: 'We value the existing workforce, and need to make sure we have in place a rigorous system of recognising the skills that already exist for those who are really qualified, but not so on paper'. *The Australian* newspaper chose to interpret this as meaning that experienced childcare workers will be exempted from a looming ban on childcare centres hiring unqualified staff. This is not what she said. The current Recognition of Prior Learning (RPL) process is, in fact, 'a rigorous system of recognising the skills that already exist'.

The most recent document that we have from DEEWR, the *Information Paper on the Education and Care Services National Law and the proposed National Regulations*, says that: 'the proposed Regulations will also set out transitional arrangements for existing qualified staff in education and care services'.

**So what do you do?** Each service has to make the decision on the basis of what is right for them, but Community Child Care advises that educators should up-skill now if they possibly can. Services could choose to hold off until late February when the draft national Regulations will be released to see if they will include transitional arrangements such as funding for RPL for mature age workers.

Remember, however, that the main purpose of the National Quality Framework is to adhere to the most significant factor that leads to better quality education and care—the qualifications held by educators. The NQF also clearly states that: 'In quality services, educators and co-ordinators hold or are supported to work towards qualifications that are higher than the minimum'. Showing that you have proactively moved towards increasing your staff's qualifications as soon as possible must surely show you are on the right road to being a quality service, as well as giving the children in your community access to higher quality education and care!

## **So where can services go to assist staff towards getting higher qualifications?**

■ RTOs such as Community Child Care or ECTARC offer RPL processes, as well as facilitating

existing worker and new entrant traineeships, and offer distance education Certificate III and Diploma courses. Contact Community Child Care's RTO on (02) **8922 6420** or see: [www.ccccnsw.org.au/rto](http://www.ccccnsw.org.au/rto). Contact ECTARC on (02) **4223 1111** or go to: [www.ectarc.com.au](http://www.ectarc.com.au)

- TAFE offers fee free diploma courses (subsidised by the Commonwealth Government). Most 2011 courses would be already full, but some TAFE campuses offer a mid-year intake. Services would need to check with each TAFE individually.
- OTEN is a good option for distance education. Part of TAFE NSW, OTEN is the largest provider of TAFE distance education courses in Australia, offering courses online and by correspondence. OTEN has filled all available places for 2011, but places for 2012 will be offered in December. OTEN's diploma courses are also fee free. OTEN's website is [www.oten.edu.au](http://www.oten.edu.au). You can search courses 18206, 18208 for full course information. For enquiries on children's services courses at OTEN, phone (02) **9715 8981**, or speak to R/Head Teacher Michelle Watters on (02) **9715 8544**.
- Traineeships are a good option. Traineeships mean the employer is eligible to receive subsidies (of around \$4,000) that can be used to pay for employee training. Trainees receive a lower wage, but there is nothing stopping a service from paying the usual wage. This is a good way of utilising government incentives to subsidise training costs.
- New entrant traineeships are good for services' recruiting. Candidates must not have been employed for more than three months with current employer, but there is no limit on how long they have worked in the industry. New Entrant traineeships are available for both Certificate III and Diploma.
- Existing worker traineeships are available only for workers acquiring a Diploma (i.e. not for Certificate III).
- There are great RPL programs available through TAFE and RTOs, such as Community Child Care and ECTARC. There is no limit on how much RPL recognition a candidate can receive. What that means is that if a student can demonstrate competence in all units in the qualification, they can be awarded exactly the same qualification by supplying a variety of evidence instead of completing the course work. For units where the candidate applies for RPL but cannot supply sufficient evidence of competence, a customised individual training plan can be created.

# TEACHERS: IN ATTENDANCE OR NOT?

**With the release of the *Information Paper on the Education and Care Services National Law and the proposed National Regulations* at the end of 2010, we now have some more information on the requirements for teaching staff under the National Quality Framework (NQF)—but possibly some more confusion as well, especially for services licensed for under 25 children.**

## Services under 25 children

- The National Quality Standard (NQS) states that an early childhood teacher must be **'in attendance'** for some of the time that the service is being provided to children.
- The information paper on the national law and proposed Regulations says that an ECT needs to only be **'working with the service'**.
- According to the recently released paper, the proposed Regulations set out that in order to meet the requirement that a centre-based service with less than 25 children has access to an early childhood teacher 'some of the time', the service must be able to demonstrate that an early childhood teacher is working with the service for at least 20 per cent of the time children are educated and cared for within the service.
- **'Working with the service'** includes planning of programs, mentoring and coaching educators, facilitating research or working directly with or observing children. Time spent working with the service through the use of interactive information communication technology may also be included. It is proposed that 'some of the time' would be determined on a quarterly basis (for example, a two-day block per fortnight would be acceptable).

**Confused?** Essentially, it seems as if governments are indeed trying to address these issues, especially for those in rural and remote locations, who may not be able to recruit a teacher to work at the service for 20 per cent of the opening hours. In effect, what they seem to be setting up is a situation where 'in attendance' can be defined as in attendance off the premises (via interactive information communication technology, for example).

Community Child Care, of course, believes that all children should have access to a teacher delivering

their early education and care, regardless of the size of the service. 'Some of the time' is better than never, but it now appears as if a service could meet this requirement without a teacher ever setting foot inside the service. Services will, however, have to prove that what they have set up, with regards to the teacher, enables them to offer quality provision under Quality Area 1, Educational Program and Practice.

## For larger services

The proposed Regulations provide that an early childhood teacher must be physically present at the service to meet the requirement of 'in attendance' at the service, and that the early childhood teacher may only be included in a service's educator-to-child ratio for those times that the teacher is actually working directly with the children. In NSW, services between 25 and 39 places require one teacher in attendance. Services with 40 to 59 places require two teachers and a further teacher is required in attendance for every 20 children thereafter. The paper states that the teacher/s 'should be in attendance at the service to work directly with children, co-plan, mentor, facilitate practitioner research, fulfil the role of educational leader or deliver the preschool program'...

...if the service operates for 50 or more hours in a week—the early childhood teacher must be physically present for at least six hours on each day the service operates. If the service operates for less than 50 hours a week—the early childhood teacher must be physically present for at least 60 per cent of each day the service operates'.

The paper gives an example of a service that operates 10 hours a day, five days a week. Such a service 'would need to have an early childhood teacher physically present at a service each day for at least six hours per day. The service would not satisfy the requirement if an early childhood teacher was only physically present for three of the five

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## QUALIFICATIONS for children's services professionals



Make 2011 the  
year you—or your  
staff—acquire more  
qualifications!



Community Child Care Co-operative offers Nationally Recognised (Accredited) training courses for people working in children's services. Community Child Care offers Certificate III and Diploma courses in Children's Services, in small Business Management and in Training and Assessment and short courses in food handling and child protection.

CALL 8922 6424 OR GO TO: [www.cccnsw.org.au/rto](http://www.cccnsw.org.au/rto)

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days, even if the person was there for 10 hours each day'.

Community Child Care once again believes that all children should have access to a teacher delivering their early education and care. The reality for many years has been that many services count their directors as part of their teaching staff numbers, but surely the best use of a teacher 'in attendance' is actually teaching?

## LICENSING NOW PROVIDING MORE FLEXIBILITY

**One of the first recommendations made by the 1:4 Cross Sectoral Task Force back in 2006 was:**

'That the Department of Community Services amend existing service's licenses, and more widely implement a licensing approach to allow for variations in the maximum number of children in each age group, while ensuring services don't exceed their total licensed places, based on the physical capacity of the service.

This licensing approach will assist services in implementing a 1:4 staff-child ratio, and is currently applied successfully in a number of licences.'

Changes have been made to the Children's Services Regulation as at the beginning of this year to improve flexibility in relation to the number of children at a service by:

- increasing the group size for 0-2 year olds to 12;
- increasing the maximum number of 0-2 year olds at a service to 40 children; and
- removing the cap on the number of 2-6 year olds that may attend a service, provided that space, staffing and equipment requirements continue to be met.

As a result of these changes which came into effect on 1 January, a centre-based or mobile service has greater flexibility because the service approval (formerly the 'licence') no longer imposes limits on the number of children in particular age ranges who can attend the service.

It is up to the service to determine how many children of a particular age, or within a particular age range, attend at any one time, provided the service stays within the overall maximum approved number of children and doesn't have more than 40 children in the 0-to-under 2 age range.

## MANAGING ANAPHYLAXIS

**The NSW Anaphylaxis Training Program at the Children's Hospital at Westmead in Sydney has announced dates for its 2011 anaphylaxis management sessions.**

The sessions cover:

- What allergies and anaphylaxis are;
- Signs, symptoms, action for allergy and anaphylaxis;
- Adrenaline autoinjectors (both EpiPen and Anapen);
- ASCIA Action Plans;
- Anaphylaxis management for children's services.

All sessions must be booked in advance. Please phone Rashelle Dunn on (02) 9845 3501 or email [anaphylaxis@chw.edu.au](mailto:anaphylaxis@chw.edu.au). There is a fee of \$200 per centre for each training session. (If the number of staff is less than six, the fee is \$30 per head).

- Tuesday 22 February, 2011, 7-9pm
- Tuesday 15 March, 2011, 7-9pm
- Tuesday 3 May, 2011, 7-9pm
- Wednesday 8 June, 2011, 7-9pm
- Monday 4 July, 2011, 7-9pm
- Tuesday 16 August, 2011, 7-9pm
- Wednesday 19 October, 2011, 7-9pm
- Thursday 10 November, 2011, 7-9pm

All sessions will be conducted at the Education Centre, Level 3, Children's Hospital, Westmead, Sydney.

## A HELPING HAND

**Community Child Care Co-operative has been contacted by many children's services that wish to take positive action to help children's services affected by floods, in NSW and in Queensland and Victoria.**

We are in contact with our counterpart organisations in other states, and we are establishing a register of services that wish to assist flood-affected services. A Community Child Care member has suggested that individual services in NSW could 'adopt' a specific flood-affected service and hold a mini-fundraiser for that service. Others have offered unused resources that they are willing to donate.

If your service is interested in being part of a register of services who may be able to help another service, or your service has been affected by floods, please email Janelle Casey at [janellecasey@cccnsw.org.au](mailto:janellecasey@cccnsw.org.au) or phone her on (02) 8922 6401. Let us know the type of support you are able to provide.