

\* Safe Sleep Practices with Red Nose \* The Role of the Coordinator \* Dollars and Sense with Ben Mueller \*

\* Letters to the Royals \* Child Safeguarding \* Community Connections \* ACECQA Update \* Grab a Cuppa \*

\* Business Insights \* Story Time \* PLUS Win prizes for your family day care! \*

# 24/7 ACCESS

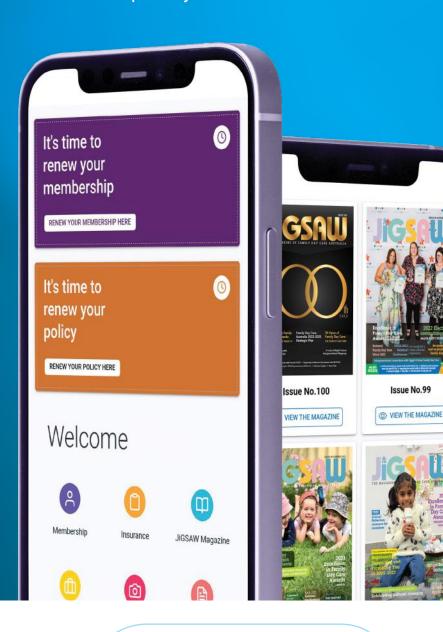
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# ISSUE 103

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The material published in the magazine will aim to be inclusive of all participants of the Australian family day care program (including children) wherever they live, regardless of their gender, class, culture or nature of any disability. The magazine will not publish material which runs counter to the wellbeing and equal valuing of all children, their families and those who work with them. All unattributed articles will reflect FDCA's broad policy. As far as possible the language will be non technical. The final decision about inclusion of any article will be made by the Editorial Board. As there are differing descriptors used for the direct service provider, the generic term 'educator' will be substituted in every case.

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### A word from the ceo

Welcome to our 103rd edition of JiGSAW Magazine!

Among a jam packed edition we have a raft of fantastic inclusions, including articles from some of our very own members, informative pieces from within the sector and exciting announcements from FDCA.

I'm thrilled to kick this edition off by recognising the ongoing success of the Excellence in Family Day Care Awards which in 2023 has inspired over 5000 nominations, a record year and a testament to the importance of the Awards. Nominations can be found on pages 13-18, with winner announcements coming later in the year. A huge congratulations to all our members who were nominated, what an outstanding achievement!

After the wonderful success of the FDCA 2022 National Conference in Hobart, it's my great pleasure to launch our 2025 National Conference. On page 19 you can read about our first international keynote speaker and details of the event. Our team is working hard behind the scenes to ensure the next conference is another great success.

We share a story from family day care educator Kylie Kent who has provided a great inclusion about her journey to being an in-home cook with company I Hate Cooking on pages 21 & 22, while on page 24, Principal Accountant from FDC Tax, Ben Mueller, explores registering for GST in a new JiGSAW section Dollars and Sense.

At a critical juncture in the child protection journey of the early childhood education and care sector more broadly, FDCA continues to extend contextualised, sector specific support to our membership in ongoing improvement in this critical element of practice and responsibility. In a brandnew resource titled Child Safeguarding: Harmful Sexual Behaviours we take a timely and practical look at context, risk and strategies to protect children; you can read all about on page 7.

As your national peak body, the execution of strategy underpins the delivery of our Mission. Annually our Key Initiatives Plan operationalises our Strategic Plan and allocates resources across a range of member initiatives and projects. On pages 9-12 we share an overview of initiatives for the 2023-24 financial year.

Our Keeping you up to date section, on pages 5 & 6, explore Building Strong Community Connections with educator Kirsty Thomas, while educator Kaylene Milligan shares a special story on Letters to the Royal Family.

You will also find all our regular inclusions in this edition from Red Nose on page 27 and ACECQA on page 25, as well as wonderful Grab a Cuppa inclusions from both Gordana Raketic and Namita Pathak on pages 29-32, plus plenty

We would once again like to thank all those who took the time to contribute to this bumper edition, and all the individuals doing great work each and every day across our sector.

**Andrew Paterson** Chief Executive Officer Family Day Care Australia

ACKNOWLEDGMENT OF COUNTRY:

We at Family Day Care Australia acknowledge the Traditional Custodians of the land on which we live and work, the Darkinjung People, and pay our respects to their Elders past and present. We honour Aboriginal and Torres Strait Islander peoples' continuous connection to Country, and celebrate their traditions and living cultures.



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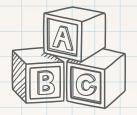
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Story Time

### THANK YOU

A special thank you to everyone who contributed to this edition of JiGSAW.

### Early Childhood Education and Care Summary update



The latest quarterly Child Care in Australia statistics were recently released by the federal Department of Education, with the report for the December 2022 quarter confirming that:



14,187

approved child care services were in operation in Australia during that period, comprising:

8,901 centre-based day care (CBDC) services (62.7% of all services)

**402** family day care (FDC) services (2.8%)

4,849 outside school hours care (OSHC) services (34.2%)



985,490

families nationally used child care in the December 2022 quarter. Of these:

680,620 or 69% used CBDC

**56,370** or 5.7% used FDC

381.570 or 38.7% used OSHC



1,403,850

children attended approved child care in the December 2022 quarter. Of these:

836,950 or 59.7%, attended CBDC

**79,640** or 5.7%, attended FDC

516.720 or 36.8%. attended OSHC



31.3%

In the December 2022 quarter, the proportion of all family day care services that operated in regional and remote areas was 31.3%. This compares with only 24.4% of CBDC services and 9.9% of OSHC services operating in these areas.



The average hourly fee across all care types (excluding In-home care) was \$11.35, with the average hourly fee for family day care sitting at \$11.75. This compares to an average fee of \$11.80 for CBDC services and \$8.25 for OSHC services.

To view the full report, visit the Australian Government Department of Education at www.education.gov.au



# The safety, health and wellbeing of children is our priority

The NSW Department of Education is the Regulatory Authority for early childhood education and care in NSW

Learn how we work with services and educators to ensure every child has the best start in life. Scan below to visit education.nsw.gov.au/early-childhood-education.





1800 619 113





# A ROYAL CONNECTION

I must admit I really didn't expect a reply but on the 23rd December 2020 the girls received a reply from the Queens Lady in Waiting.

My name is Kaylene and I'm an educator with Midcoast Family Day Care in Kempsey NSW. Back in 2019 our relief educator Kate embarked on a tour of Europe. We excitedly followed her travels through the Facebook page she'd set up. We would look at Kate's Facebook page and using the iPad we'd explore further the places she'd visited. Tahlia and Eve especially loved Buckingham Palace. We read the story "Katie in London" and learned the song "pussy cat pussy cat". The children all assumed Kate was going to feed the cat when she visited the Queen. Once they saw Kate had visited the Palace they immediately wanted to know "has she seen the Queen?" to which I replied "No, the Queen is on holidays in Scotland". Eve very quickly replied "I hope she fed the cat". I secretly chuckled at her response.

2020 saw the interest in Queens continue, this time through the movie "Frozen". One day late in November as Tahlia and Eve sat drawing and the younger children rested, Eve suddenly suggested that they draw some pictures for the Queen. Great discussion occurred as they drew their pictures, recalling what they knew about her. Tahlia being the horse expert said "she likes horses" and Eve said "she has

WINDSOR CASTLE

To: Tabila and Eve cio Kaylene's Family Day Care

The Queen wishes me to write and thank you for the lovely pictures which you have made especially for Her Majesty.

The Queen thought it so kind of you to send these to her, and would like me to thank you very much for the care you have taken and for your good wishes.

Juan Hunsey

Lady-in-Waiting.

dogs" so they incorporated these into the pictures. Once finished Eve asked if they could send their pictures to the Queen. Researching the correct protocol to send a letter and a correct address, the letter was posted. I must admit I really didn't expect a reply but on the 23rd December 2020 the girls received a reply from the Queens Lady in Waiting.

As we all know 2022 was a big year for the Queen with 75 years on the throne. My current group of children

were interested once again in the Queen. Our favourite book was "the Queen's Knickers" and we enjoyed a craft activity decorating the Queens Knickers. Alyra, who was just one at the time of our first letter, wanted to send some to Her Majesty. Once again, a letter was sent but sadly we will never know if the Queen saw them as we all know she passed away in September. The talk in the day care room amongst my older children was how sad it was that the Queen had died and that her family looked sad. Once again Alyra suggested we send some drawings and I suggested we send them to Prince George, Prince Louis and Princess Charlotte as the Queen was their beloved Great Gan Gan. The drawings were sent to the then Duke and Duchess of Cambridge and as time went by I forgot all about sending them until the postman delivered a letter from Kensington Palace in April 2023. Upon opening it I saw it contained a card from the now Prince and Princess of Wales thanking us for our kind thoughts on the passing of Her Majesty. The children were delighted that again the Royal Family had acknowledged their drawings. These responses from the Royal Family take pride of place in our day care room for all to see.

Il deeply miss Her Majesty, who played important part of both of their lives, but estate your message which has provided hem with a great deal of comfort.





## **Building Strong**

# Community Connections

# Community involvement is an essential aspect of early childhood education.

My name is Kirsty Thomas and I run Kirsty's Family Day Care in Deniliquin, NSW, which is registered with Intereach Family Day Care.

Community involvement is an essential aspect of early childhood education and fostering a strong connection to the community is vital for a child's holistic development. When starting my family day care journey, a little over a year ago I knew that I wanted active engagement within the local community to be a strong focus within my service.

Through regular outings to the local park, library, music classes, and sensory play classes, I offer opportunities for the children within my service to explore their environment, develop social skills, and engage in enriching experiences.

To further enhance the children's community involvement, I plan regular excursions throughout the year to different local events. This year for NAIDOC week we visited the local Koori Markets where the children had the opportunity to immerse themselves in the culture and traditions of our local Indigenous Community.

By participating in these excursions, the children learn about diversity, respect, and inclusion from an early

Beyond outings and events, I actively seek out connections with local professionals. We have begun to collaborate with Liticia, who is a local Indigenous Wamba Wamba woman for incursions. Through these incursions Liticia shares her culture, stories, and wisdom with the children.

Throughout the year the children have often collaborated in the creation of cards and gifts which we have then delivered to valuable professionals in the community the nurses at the hospital, and our friendly garbage truck driver, just to name a few! We do this not only on special occasions throughout the year, such as 'Nurses Day', but also just as friendly gestures to express our gratitude and show our appreciation for these professionals' significant and valuable contributions.

My commitment to community extends beyond local interactions. Through fundraising efforts like our 'pyjama week celebrations' we raise money for children in foster



care. I've also contributed to many other charities this year, such as the 'Indigenous Literacy Foundation' on International Book Giving Day. By engaging in charitable initiative, I am instilling in the children within my service the values of empathy, compassion, and social responsibility.

These regular outings, excursions to community events, and connections with local organisations create a nurturing and inclusive care environment where the children within my service can learn and grow, while fostering strong connections within the broader community.

### **Associations**

### Family Day Care Educators' Associations

State family day care educators' associations represent educators and provide a range of memberbased services, including advice, training, resources and assistance to educator members. Executive committee representatives work in a voluntary capacity to support fellow educators to provide quality home-based child care services.

### Family Day Care Associations

State family day care associations provide a range of memberbased services including advice, training, resources and assistance to members. This support strengthens services and assists staff in their vital role of providing effective support services to educators and families. The association works actively to promote family day care within their respective states.

Each association operates independently of FDCA.

### **New South Wales**

- Family Day Care Educators' Association NSW Inc 0490 776 339 www.fdceducatorsnsw.com.au
- NSW Family Day Care Association 02 9779 9999 www.nswfdc.org.au

Family Day Care Council of Tasmania Inc. 0439 307 273

### South Australia

Family Day Care Educators' Association of South Australia 0418 831 433 www.fdcassocsa.com.au

### Western Australia

- Family Day Care Educators' Association, Western Australia, Inc. 08 9255 5290
- Family Day Care WA 08 9251 5777 www.familydaycarewa.com.au

### **Northern Territory**

Alice Springs Carers' Support Group 08 8952 2906

### Queensland

Family Day Care Association Queensland Inc. 07 3399 3737 www.fdcqld.org

# It's time to talk about child protection

**During National** Child Protection Week, FDCA released a new resource for family day care services and educators titled Safeguarding Children: Harmful Sexual Behaviours.



Anyone that works in the early childhood education and care sector knows that right now is an important time to critically reflect on the role we all play in keeping children safe.

FDCA understands this subject matter can be challenging, but particularly in light of recent events, we must become comfortable with the uncomfortable, and have difficult conversations. It is also critical that we contextualise our understanding of, and build capabilities around, the nuisances of risk in the family day care setting.

It is for this reason that FDCA partnered with Dellamarta Consulting, one of Australia's leading child safeguarding consultants, to develop the Safeguarding Children: Harmful Sexual Behaviours resource. The resource has been developed in response to the specific risk of harmful sexual behaviors between children under the age of 18 in a family day care setting, including children in care and other children in the household.

This resource has been designed to guide services and educators in building awareness around

preventing, identifying and responding to situations that may promote harmful or sexual behaviours among children. By providing education, strategies and resources, services and educators can create safe and nurturing environments that protect children and promote their healthy development.

There are tailored versions of the resource for services and educators available online via the FDCA Member Zone. Services were also sent hard copies of both resources in September.

This resource will also be developed into an online learning module in the coming months that will be accessible to all FDCA members for free via the FDCA Learning Hub.

FDCA strongly encourages the use of this resource as a tool to facilitate face-to-face sessions and conversations between services with educators.

When we avoid conversations of this nature, we create an environment where it can happen, or continue to happen.



# FDCA LAUNCHES **NEW COORDINATOR** RESOURCE

FDCA recently announced the release of the highly anticipated course, The Role of the Coordinator: Leading Quality.

The new resource is available via the FDCA Learning Hub.

The resource was commissioned by FDCA and developed by our colleagues at Early Childhood Australia (ECA), in consultation with family day care services, coordinators and early childhood education and care experts Dr Anne Kennedy and Associate Professor Jane Page OAM.

The role of the coordinator is unique to the family day care service model and required under the National Law. However, it is a much more complex and challenging role than reflected in the legislation. Moreover, coordinators play a central and critical role in promoting continuous improvement and supporting the delivery of highquality family day care.

Recognising that there is no "one size fits all" approach to the multi-faceted role of a coordinator, the interactive course supports family day care coordinators by:

- Highlighting the key features of the role.
- Encouraging coordinators to critically reflect on their own practice.
- Providing practical examples of good practice in leading quality and driving continuous improvement in family day care, through the role of the coordinator.

The course is designed to be completed in multiple sessions, allowing participants opportunities to pause, reflect and engage in critical reflection and professional learning conversations with colleagues or a manager.

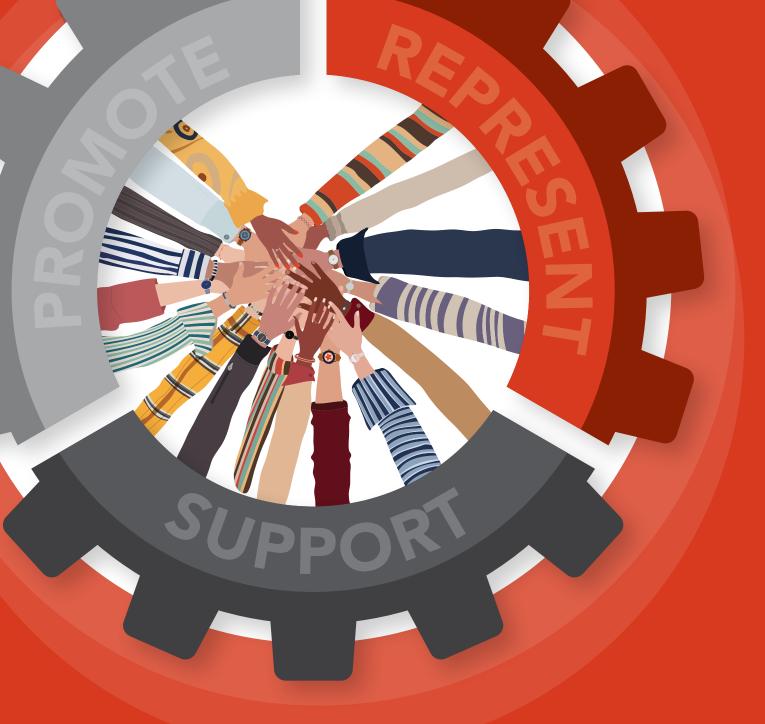
The addition of this course to the FDCA Learning Hub means that as part of our ongoing commitment to professional development, FDCA Members now have access to over 45 modules at no added cost to their membership.

We hope that family day care coordinators find inspiration as well as valuable opportunities for critical reflection throughout.

To access the course, FDCA members simply need to log into their FDCA Member Zone and click on the "Learning Hub" tab, from where members will be taken to the FDCA Learning Hub.

> We thank our colleagues at Early Childhood Australia for their support of our sector as an invaluable part of the early childhood education and care landscape - we're proud to be working in partnership to support our members in helping them achieve their career goals with the FDCA Learning Hub!

NEW **MODULES**  FDCA has also recently added 10 new modules to the FDCA Learning Hub, meaning that FDCA members can now access a library of over 45 contemporary and meaningful professional development modules as part of their FDCA membership.



# MEMBER INITIATIVES 2023-2024

Each year, as part of FDCA's Strategic Plan, a variety of Member Initiatives and key projects are planned and undertaken in line with our mission of representing, supporting and promoting the family day care sector in delivering high quality early childhood education and care to more Australian children.

e are pleased, in this article, to share with you our 2023-2024 Member Initiatives. These initiatives and projects will assist our members and the sector in delivering strong learning and developmental outcomes for children and ensure that FDCA is working towards the goals of our Strategic Plan.

### SECTOR VIABILITY ADVOCACY STRATEGY

A key pillar in FDCA's Member Initiatives, is our Sector Viability Advocacy Strategy (the Strategy).

Following on from 2022-2023, FDCA is committed to the continuation of the Strategy, despite significant gains made in terms of engagement levels with policy decision makers and regulators, and a gradual yet positive shift in favour of family day care at a policy decision making and program design level.

The Strategy's objectives will continue to be to:

- Promote strategies that support improving sector viability, growth and access to funding;
- Increase awareness of the unique and specific issues and challenges facing the sector; and
- Continue advocacy around reframing policy makers' perceptions of compliance approaches to the sector.

There are several complex and interwoven factors that must be considered as part of the Strategy. However, the specific strategies FDCA is committed to focusing on, to assist in mitigating sector decline, and eventually promote sustained growth, are clear. These include (but are not limited to):

 Continuing to advocate for reform to the approvals process to allow more prospective approved providers into the sector;

- Advocating for targeted sector investment measures as defined in FDCA's Pre-Budget Submission 2023-2024, at both an educator and approved service level;
- Ensuring the family day care sector is well represented in specific attraction and retention initiatives detailed in the National ECEC Workforce Strategy;
- Ensuring state and territory ECEC funding initiatives are appropriately inclusive of family day care; and
- Engage appropriately with the two primary federal level enquiries (being undertaken by the Productivity Commission and ACCC) that will affect ECEC policy decision making over coming years.

### NATIONAL EDUCATOR RECRUITMENT PROGRAM

The National Educator Recruitment Program known as "Your Business, Their Future" was launched in October 2021 and is producing a steady stream of educator placements with services.

The continuation of this initiative will see FDCA continue to build

a national talent pool of family day care educators, and offer a dedicated recruitment support framework to all members and applicants who are interested in becoming a family day care educator.

This program will execute national family day care educator advertising to drive applications through to the FDCA national talent pool as a referral process to service members who need educators, this will include:

- Job board advertisements;
- Digital advertising;
- Media releases; and
- Direct marketing to promote the educator career path and family day care, initial applicant screening, validation, and referral of suitable educators to service members, followed up by service satisfaction surveys on the process.

The objective of the National Educator Recruitment Program is to grow applications and educator referrals nationally and in areas of demand, as well as offer a 'one point of contact' for family day care educator applications nationally.





### **REGIONAL INDUSTRY RECRUITMENT PROGRAM**

In 2022 FDCA were contracted to facilitate an educator recruitment pilot for BMA (BHP). It was identified there was a shortage of child care in the regional mining communities in Queensland in which BMA operates.

The aim of this project was to provide an opportunity for employee's partners to upskill and onboard as a family day care educator through FDCA, start their own business from home, and to provide support to the local community for child care. The support included enrolling the applicant and supporting them through the Certificate III in ECEC, First Aid, other ECEC checks required, and sourcing a local service provider to eventually onboard them as an educator. BMA continues to work towards establishing pilot centres in Central Qld.

Following this pilot, FDCA is aware of similar challenges in other regional communities where large organisations would be able to fund and support similar projects. The aim of this initiative is to scope and facilitate other regional family day care projects with other potential channel partners.

### **SAFEGUARDING CHILDREN: HARMFUL SEXUAL BEHAVIOURS RESOURCE**

To support our members, FDCA recently released a new resource for services and educators titled

Safeguarding Children: Harmful Sexual Behaviours.

Despite the challenging nature of the subject matter, recent events have highlighted that we must become comfortable with the uncomfortable, and have the difficult conversations. It is also critical that we contextualise our understanding of, and build capabilities around, the nuances of risk in the family day care setting.

This is why FDCA partnered with Dellamarta Consulting, one of Australia's leading child safeguarding consultants, to develop the Safeguarding Children: Harmful Sexual Behaviours resource. The resource has been developed in response to the specific risk of harmful sexual behaviors between children under the age of 18 in a family day care setting, including children in care and other children in the household

This resource, which has been developed in an educator and service version, will guide you in building awareness around preventing, identifying and responding to situations that may promote harmful sexual behaviours among children.

Along with the resource booklet that was provided to all FDCA members, the resource will be developed into an online learning module in the coming months that will be accessible to all FDCA members for free via the FDCA Learning Hub.

### MEMBER ENGAGEMENT **PROGRAM**

Continuing from its introduction in 2022-2023, the Member Engagement Program will again provide members with the opportunity to engage with ECEC experts and stakeholders through online panels and face-to-face forums throughout the 2023-2024 period.

The program's online component, the Online Engagement Series, aired six episodes between February and June of 2023, and saw an average reach of over 3,200 viewers, demonstrating the demand for informative and engaging content that is easily accessible for members.

The Online Engagement Series will continue to make recordings of all episodes available to members via the FDCA Member Zone to ensure that content can be accessed anywhere at any time.

The program will also continue to facilitate face-to-face engagement opportunities with educator and service members when possible.

### **2023 EXCELLENCE IN FAMILY DAY CARE AWARDS**

Now into its twelfth year, the Excellence in Family Day Care Awards continue to play a crucial role in generating positive media coverage for the sector and in thanking all those who work to provide inclusive and nurturing education and care environments for children.

The 2023 awards program, which launched in June has recognised excellence in the sector and highlights the amazing work done by educators, coordinators and services and the contribution they make to families and communities across Australia.

The awards will conclude on 25 November 2023 with the National Awards Presentation and Gala Dinner taking place in Adelaide.

A list of this year's Awards nominees is available on pages 14-18 in this edition of JiGSAW.

### NATIONAL FAMILY DAY CARE WEEK

Another long-standing Member Initiative that will celebrate its twelfth birthday in 2024 is National Family Day Care Week.

National Family Day Care Week provides an opportunity to recognise and showcase the vital role that family day care plays in the education, development and wellbeing of over 79,000 Australian children.

The annual celebration of family day care is also a key strategic media opportunity for the sector and provides an amazing opportunity to come together and raise awareness about the sector across Australia.

In 2024, FDCA will again call on all members to get involved in the week by hosting National Family Day Care Week Picnics. Whether it's a picnic at a local park, in your backyard, at your service or in your lounge room, we will be encouraging members to register their picnics so that we can share them with media outlets and raise the profile of family day care in your community and across the country.

### FAMILY DAY CARE ADVERTISING CAMPAIGN

In 2023-2024 FDCA will continue to promote family day care via

digital advertising campaigns that showcase family day care as the option of choice for early childhood education and care for families and as an attractive early childhood education and care career option.

The advertising campaign will be delivered through channels such as Facebook and Google Ads and will run throughout the entire 2023-2024 period.

This advertising campaign plays a leading role in generating care leads for members through the Family Day Care Locator, with over 1,660 leads generated per month for members in 2022-2023.

FDCA will also continue to provide marketing support to all members through the FDCA Member Zone via the FDCA Family Day Locator (and its associated marketing packages), the Market My Business Hub and FDCA's Family Day Care Photo Library.



# EXCELLENCE IN FAMILY DAY CARE **AWARDS2023**







As the 2023 Excellence in Family Day Care Awards move closer to their culmination in November this year, we would like to celebrate what has been one of the most successful nomination periods in the Awards 12-year history.

Over 5,000 nominations were placed across all categories in this year's Awards!

The level of engagement from families and the entire family day care community demonstrates the level of respect and value placed on the role that educators, coordinators, educational leaders, services and staff play in the education, development and wellbeing of children across Australia.

We would like to congratulate all those who were nominated in this year's awards and thank everyone who took the time to place a nomination and show their support for the Awards and the family day care sector.

FDCA would also like to thank our wonderful sponsors whose generous support allow FDCA the opportunity to acknowledge

the wonderful work done by not just those who have been nominated, but the sector as a whole.

Thank you to the Department for Education South Australia and Early Childhood Australia for their support of this year's Awards program.

This year the National Educator, Coordinator and Service of the year will be announced at the 2023 Excellence in Family Day Care Awards Gala Dinner in Adelaide on 25 November 2023.

In this edition of JiGSAW we celebrate all our nominees with a full list of this year's nominees available on pages 14 - 18.

For more information on the 2023 Excellence in Family Day Care Awards, please visit www.fdca.com.au/awards.

### **EDUCATOR NOMINEES**

### ACT

ANGELA COLLINS AYESHA DURRANI BETTY MEIKSA **BINDIA GUPTA** CARA HOUGH GLORY OKABE HEATHER HOCK ISABELLA OLSSON JASMEET KAUR JOANNA THOMPSON KAMALJIT KAUR KATHRYN HOWIE KIM OBRIEN LAURA SNOWBALL LEAH UTTLEY MANDANA REZAMANDI FARD MAYLYN SALINDO NEHA SHARMA REBECCA GUIREN RUBEENA KHANAM SAEEDA AHMED SAMINA JAHAN SAYARA SAYARA SHAHANA MUSTARI SHAHNAZ BAHRAMI SONIA MALHOTRA SONJA RADONJIC TAMMY HEIRDSFIELD TANJINA POONAM THAO LE WALEEJA JAVED ZENUM SHENWUN

### NSW

AARTI MAW.JI ARRIE HUDSON ACACIA DECKER ADELAIDE MORVELL AFROZA YASMIN AIMEE BOYLE AKUA AMOAKO-AGYEMAN ALANA HANNA ALANA HUNTER ALANA SLADE ALBINA EVANS ALEISHA WADE ALISON BURNS ALISON COLLING ALISON KERR ALISON MAREE BARRETT ALISON MCWHIRTER AMAL BOTROS AMANDA RHOOK ΔΜΔΝΏΕΕΡ ΒΔΤΡΔ AMELIA HAYNES-DIGGES AMELIA TRAVISANY AMINA EBRAHIM AMINA SCHLUTER AMY WEBB AMY WIBLEN ANA CERQUEIRA ANAMIKA VERMA ANGELA COFFEY ANGELA HART ANGELA MIDDLETON ANGELA PATRICIA WYPER ANGELIKA SHARIEV ANGELINE RASHID ΔΝΙΤΔ ΙΟΗΝSON ANITA MARWAHA ANITA TASHTANOSKA AN ILL DEWANGAN ANJUMAN REGUM ANNA HALEY ANNE-MARIE MORSCHEL ANNETTE BLANDFORD FLORES ANNETTE FISICARO

ARUNJYOTHI KUKUDALA

ASHA LATA ASHLEIGH HOARE ASHLEY CAMPBELL ASIA HOUDA ASMA YEHIA-ISMAIL ATIQA REHMAN AYA SHIMIZU AYTAN BICI BANANI HANDIQUE BARBARA FRASER BELINDA BRUNIA BELINDA GOLDEN BELINDA MARTIN **BELINDA MORRIS** BELINDA SCHASSER **BELINDA SHAW** BERNADETTE BIRMINGHAM BEVERLEY ROLLINGS BHARTI SINGH DEO **BHAWANA BAGGA** BIANCA HORSFALL BIN JIA BINDU MISHRA BITA ZONOOZI BRIANNA POOLEY **BRINA MELO** BRITTANY MCGRATH **BRONWYN SUTHERLAND BROOKE SELLERS** CANDIDA RIBEIRO CARLA CONLAN CARMEL DUFTY CAROLYN LOUISE CUNNINGHAM CARRIE LEADER CASANDRA WALSH CASS-AHN GRUNDY CATHERINE ADKINS CATHERINE GEORGE CECILE CHRISTENSEN CHANDRIKA FERNANDO CHARUTA KAUSHAL CHERYL ANNE INGRAM CHERYL ANNE MCQUILLAN CHERYL YATES CHING HUI CHRISTIE DOVEN CHRISTINE COOK CHRISTINE SAKEY CHRISTINE YOUNG CINDI MERCER CLAIRE KNEWSTUB CORINA SEEMANN **CORINNE SPENCER** CYMMON PARKER DANIELLE BRUCE DANIELLE CHERNEKOFF DANNIELLE CAPARARO DAO HONG THI LE D'CYNTHIA HAMILTON DEBORA CHO DEBORAH SHARON CLARK DEEPTI GUPTA **DELWYN GOLIGHTLY** DHANUSHKI AMARASINGHE DIALA AYACHE DIANA DJAJADI DIANA PIRIE DIANE JOY LEECH DILRUBA ALAM DINAH DUMLAO DIPA TRIVEDI DIPOLI MALHOTRA DIXITA SHARMA DOREEN ZAMAGIAS **DURGA PAREKH EBONY-ANNE VERNEY ELAINE ORBOLATO** 

**ELENA SHEMET** 

ELIZABETH GARLAND

ELIZABETH IZZARD

ELMA RALPH **EMILIA GREIG FMILY MUDDLE** EMMA TURNBULL **EMMA TURNER** EMMA WARD **EMMERSON HARRIS** ENI GENI ERICA LEE BEDNALL ERIN CROSS **ERIN THOMPSON** EROSHA FERNANDO **EUN JUNG HWANG EUNKYUNG SEO** FARAJANA KHAN FARANAK NAEIMI FARJANA KHAN FATEMA BEGUM FATIMA ARAUJO FATMEH EL MAROUK FAWZIA ALI **FELTONG** FIONA BAKER FIONA WILLIAMS GABRIELA GASINSKA GARRIFILA SPASESKA GAIL HOHBERG GARLYN ROSALIE GILLEGO GEMMA WALSH GEORGIA BERRIMAN GHADA AWAD GORDANA RAKETIC **GRACE NAKHIL** GREATA BARICH HA NU (YVONNE) LY HAIFENG YU HANNAH MCDONALD HAYLEY HUBBARD HAYLEY MICHAEL HEATHER HILL HELEN KATHARINE MORTLOCK HELEN RUTH GARLAND HIMA UPPALAPU HONGXIA (HANNAH) XIE ILANA BUTNARU IMAN ZAKI IRANI MONSUR IVANA ARCO IVETTE GALINDO JACLYN WEBB JADE READING JADE READING JADE TOWERS JAIMI BARRETT JALINA CLEVERLY JAMIE HELEN WATT JANE ELIZABETH COLEMAN JANENE HARMAN JAYNE CRONIN JEANETTE MACASIEB JEHAN SULTANA JEMMA KILZI JENNA BATEMAN JENNIFER HUGHES JEONGIN YI JESSICA KAY JESSICA MACKINTOSH JESSICA PETRYK JESSIE HANDLEY JESSIE NASH JIE CHENG JILLIAN CRITCHLEY JILLIAN GOTTAAS JIN JUAN GU IOAN WOOD

JOANNE LEE MILLS

JO-ANNE WARHURST

JOANNE RUST

JOCELYN LEE

JODIE JONES

JOCELYN MCKAY

JODIE VICKERY JOSEPHINE MESITI JOYCE CHAN JUDY PILSUDSKI-SPEER JUDY SHAKESPEARE JULIA JEFFS JULIE LANDRIGAN JULIE SEYMOUR JULIE SMITH JUSTIN BEATTY KAILASH ARORA KALINDI MUDUNKOTHGE KAMINI SINGH KANCHAN JAG DHILLON KANCHANA SATTAMBI RALALAGE DONA KANLAYA BINKANEE ΚΔΡΕΝ GO77ΔRD KAREN GRIEVE KAREN GUALDI KAREN MAGEE KAREN MCLAREN KAREN REFALO KAREN SAWYERS KAREN TURLEY KARUNA CHONKAR KATE MAYBURY KATE MURPHY KATE SCOTT KATE WOODS KATEY HUI KATHERINE PALMER KATHERINE WAGNER KATHLEEN HALL KATHLEEN MURPHY KATHRYN DELANEY KATHRYN MURRAY KATIE GORTON KATRINA MCMASTER KAVYA MURUGANANDA KAYLA BROWN KAYLENE MILLIGAN KELLIE GIELIS KELLIE KING KELLY BERGER KELLY DEARLE KELLY SULOFF KELLY TRESIZE KELLY ZELVIS KERRIE IBBOTT KERRY SUMMERELL KHALEDA HOQUE KHIET VAN QUAN KHIN MAR AYE AIRI KIARA MAGARRY KIM DO KIM WHEELER KIRSTY THOMAS KIRSTY THOMAS KRIS JANSON KRISTEN LAMBERT KRISTEN MERCIECA KRISTIE PARNHAM KRUTI THAKKAR KYLEE TODD KYLIE AGRESTI KYLIE BELL KYLIE FORD

KYLIE HAZELL

KYLIE PUTLAND

KYLIE VISINTIN

KYONGA KIM

LANI MANANSALA

LAURA GRUBER

LAUREN BOYLES

KYLIE MONTGOMERY

MEGHA SUD

MELANIE BLUE

MELANIE JONES

MELANIE WEEDEN

MELINDA WELSH

MELISSA BENNETT

LAUREN CLARK LAURENNE MALOUF LAURIE SMITH LAVANYA ONTILLIN PRABHURAM LAWAHIZ EL NAJJAR LEANNE NICHOLLS LIA WAHYUDI LIANGZHEN QIU LILANTHI WICKRAMANAYAKE LILLIAN CHAN LINA GEORGE LINDA CHOL LINDA RISTEVSKI LIPING YE LISA ALLAM LISA COLLYER LISA LAKEMAN LISA LEWER LISA O'MEARA LISA SALTMARSH LIVIA FERREIRA LINHARES HORA LIZA HOQUE LORELLE MARGARET HOLT LOUISE MAY HILL LOUISE WATSON LOURDES HERNANDEZ LUANA REYS LUCIANA OTTO LYDIA HANA LYNDA BARTLEY LYNDA GRIMISON LYNDAL BELLATO MADDISON POTTS MADISON SMITH MADLIEN FALIH MAGDA SANCHEZ MAHA SAYEGH MAHANANDA JAMBLE MAKAYLIE BRAZEL MANI KUMARI RALLAPALLI MANJU SAINI MANONMANI RANGANATHAN MARAL BEKARIAN MARAL KABAKIAN MARGARET CARSON MARIA GRIGORYAN MARIA VICTORIA RIASCOS JARAMILLO MARIAM OTOUR MARIE GABRIELLE RAYMOND MARIE KNOX MARINA SMITH MARITES GIBSON MARLENE STONE MARVINA FRANCIS MARY DUNSMORE MARYANN ZAMMIT MARY-LOUISE MCDONALD MAWARNIIO MAXINE JOY TIPPER ΜΔΥ ΜΥΟ MAYSSAA CHMEIT MEGAN BURFORD MEGAN UTTLEY

MELISSA FULLERTON MELISSA MURPHY MELISSA THOMAS MELVIA BONG MENCE MANEVA MERANGNAGE SALGADO MI AE PARK MI HYANG LIM MICHELLE BONOMI MICHELLE FABRIS MICHELLE JANE PITTS MICHELLE MCGOVERN MICHELLE MCNAMARA MICHELLE NOY MICHELLE WHITE MICHELLE WYNANTS MIHO TAN MOFIZA NISHA MONA BHAMRA MONA IYER MYRIAM JONSSON MYUNG (MICHELLE) PARK NA YOUNG LIM NADIA CIAPPARA NAMRATA AGRAWAL NANCY MENA NANCY PATTNI NARELLE SMITH NASISE YONAS NATALIE JAYNE SWAN NATALIE LANG NATASHA BRUTON NATASHA NORRIS NAVNIT KAUR SACHDEV NAZELIE MATAR NAZIHA DAHER NETTA GOVE **NEVEN SORYAL NEVINE MOUSA** NICOLA OATES NICOLA LEESON NICOLA PRINC NICOLE ALBURY NICOLE HODGINS NICOLE MALIN NICOLE MOORE NIDHI SHAH NIMISHA LALIT PATEL NIRMALA RASALINGAM NISHA SHAH NISHABEN SHAILENDRAKUMAR PATEL NOUSHIG MANOUK NOZVEEN KHAN NUTHANA HEGDE OLEG SAVELYEV OLGA DIK PANIDA MURPHY PARAMJEET KAUR PATRICIA CAYO REINOSO PATRICIA ULBERG PAULA DUGGAN PAULA PAULING

### **EDUCATOR NOMINEES**

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VANDANA GUPTA

VARSHA AHUJA

VEENU RAJPUT

VERONICA LOGAN

VERONICA PUHA

VIJAY KIRTI

VANESSA EDWARDS

VIVIEN MINA VIVYAN ZEYA WAHIDA USMAN WAYNE HILL WENDY CROUCH XIAN LING LI XIAOJIN YIN XIAOLING MIN XIZHEN LIN XUYAN LIU YADVINDER KAUR YAN HUA XU YAN SONG YAN WANG YAN XIONG PAN YANFANG JI YAO FU YING LIN YOGITA YOU WEI CAI YOUNG SOON PARK YUJIN JO YUN CAO YVETTE MACKENZIE YVONNE INGRAM ZAYNAB AL SHAMARE ZHUOQUN REN ZIYAN LIU

### NT

ARPHON AUNTASI CARLENE RAPP CECILE MIEL HAYDEE FORTE ILISAPECI RAQIYAWA IRENE WILLIAMS NARIETA TINAIKULABU

### QLD

AFROZA KHANAM AGNES VASVARINE EDL AIDEEN DALY ALANA GIBSON ALECIA RICHARDS ALISA CURTIS ALISON RAMKE ALLISON THOMSON ALLY MAY MURCHIE ALYSHA MCNEILL AMANDA ANDERSEN AMANDA BALBI AMANDA CROSS AMANDA DALEY AMANDA PETERS AMANDA PING GAO-LUMSDEN AMANDA RAMM ΔΜΔΝΡΔ ΙΙΝΙΙς AMANDA WROE AMBER-JO LEES AMY DAVIDSON AMY EVANS AMY LAVERY AMY SUMMERVILLE ANDREA GALLAGHER NICHOLS ANGELA LAWLOR ANGELA MARTIN ANGELA SWIFT ANGELA TORRISI ANGELINE ROSE HALL ANGELLA JOSEPH ANNE MARIE PEARCE ANNEMARIE MULLINS ANNETTE REED ANNIE SCANLAN ASHLEIGH FITZGERALD ASHLEY MCCONNELL ASHTON WEBB

ASHWIN ASHIKA NAIDU

BEBINA BADIOLA BECKY SULLIVAN-HOGBIN BELINDA HACKNEY BELINDA LAWN BERNADETTE BARKER **BHARTI DHILLON** BORRI ROUX BONNIE SCHULZE **BRENDA OKESENE BRIANA REEVES** BRIANA SIMPSON BRITTANNIE HEWITT **BRONTE MICHELL BRONWYN HANSEN BROOKE FRUNKS** CANDICE CROSS CANDY LOOMAN CARLA CHOYCE CARMELINA KANNELMAE CARMEN DUVEL CAROLINE AOGA DYONNE CASSANDRA VOGEL CATARINA RODRIGUES CATHERINE SMITH CATHERINE WHITELEY CATHIE HEALY CATHY KULP CESEL AVILA CHANDIMA GOONEWARDENA CHANDRASEELY JAYANTHI TENNAKOON CHANTELLE DELLER CHERRIE MCFARLANE CHRISTINE GRIEVE CHRISTINE ROSENGREEN CLAIRE NUTTALL CLARE LAKE COLLEEN GRAHAME COLLEEN HOURIGAN COLLEEN MCKECHNIE **CONNIE LAMMERS** CORYL REIS CRYSTAL LEE CONNOR DALENA SUTTON DANIELLE CRAMOND DANIELLE FINLAY DANIELLE VAN VEEN DANY JOHN DEANA WIDDERICK DEANNE NEEP DEBBIE RUF DEBORAH ADAMSON DEBORAH DUCE DEBORAH GRAHAM DEBORAH ROBINSON DENISE FLORY DENYSE ROBINSON **DESIREE TOPACIO** DESRAE O'LOUGHLIN DILANI TENNAKOON **DILEENE REID** DONNA AMY ERDELJAC DONNA FYFE DONNA HANSFORD **EBONY ROBINSON ELENI CONTOLEON** ELHAM BAHMAN KOOISHAHI ELISHA MADDOCK ELIZABETH ANNE ARMSTRONG ELIZEBETH MARY PASCOE **EMILY ONEILL** EMMA BROXHAM **ERICA GATELY** ERIKA FABIAN **ERIN JENKINS** ERIN MENCHIN FELICA BURRIDGE

AUDRA BOOTH

AUDREY FERGUSON

BARBARA ROOKS

GARY THOMAS **GAYANI FERNANDO** GEORGINA ZADELJ **GRY POWERS** HAYLEY DAY HAYLEY HANSEN HAYLEY OATS HEATHER CARTER **HEATHER THOMSON** HEIDI PENSINI HEIDI WILBRAHAM HELENA WRIGHT HEM LATA PRASKASH HERTA BOEHM HOLLY HAMEL IN KYUNG SHIN IRINA LUTWYCHE JACINA KAHU JACINTA WEIR JACQUELINE CUTTS JACQUELINE EDWARDS JACOUI STACK JADE BYTHEWAY JANE CHANGUION JANE EDWARDS JANELLE AND CRAIG MCIVOR JANELLE CROOK JANE-MAREE LAKEY JANET SPRECAK JANETTE LEWIS JANICE PARTINGTON JASMIN SCHAFER JAZZ LAMBERT JENNIFER BROWN JENNIFER HILLIER JENNIFER MICHELL JENNIFER PATCH JENNIFER PROFKE JENNIFER STEVENS JENNY RUTHERFURD JENNY WINTERS JESSICA PONCIANO JESSICA PONCIANO JESSICA SIMS JIAN SHAO JILLIAN PACE JOANNE JANKE JOANNE MCCARTHY JOANNE THOMAS JODIE ANDERSON JODIE BAKER JODIE BARCLAY JODIE GREGSON JODIE PYKE JODIE THOMPSON JODY CANTATORE JOO YOUNG KIM JOSEFINA LIM JOSEPHINE ERICA EADIE JOSEPHINE GEORGE JOSEPHINE ROBERTSON JOSHNA WASAN JUJI JANA NERY JULIANA SMITH JULIE ANN FRASER JULIE CUTTS JULIE FINCH JULIE HILLS JULIE-ANNE CHAPMAN JUNE DUNKLEY JUSTINE MCEVOY KACIE HOTCHKISS KAMANA PRIYADARSHI KANWAL KAUR KANYARAT SISAMLEE KAREN CHADWICK

KAREN HEDRICK

KATHERINE BEIL

KAREN STACEY CRAMPTON

KATHLEEN MCGROGAN

MARY CULLEN

MARYANNE WALKERDEN

KAREN LIELS

KATIE BREINGAN KATIE RITTMEYER KATIE TAYLOR KATRIN SCHWARZ KATRINA ASHMORE KATRINA KELLY KATRINA WILLIAMS KAWALJIT KAUR CHHINA KELLIE MCDONALD KELLIE O'BRIEN KELLIE-MARIE WRIGHT KELLY MCGREGOR KELLY RIDGE KELLY SCHORTEMEYER **KELLY SLADE** KERRI-ANN HANKIN KERRIE ANDREWS KERRY NICKOLS KIERSTEN RUDDELL KIM FIELD KIM MCLOUGHLIN KIMBERLEY MCCURLEY KIRSTIE BARLOW KIRSTIN DE VERA KIRSTY GILLIS KIRSTY WEDMORE KIRSTYN MURPHY KITHMINI GAYANJALI EKANAYAKE EERIYAGAMA KRIS MICHELLE GEE KRISTINA CONE KRISTY DUFFY KRISTY KNIGHT KRISTY MCCONNELL KRISTY MOORE KRISTY PIETZNER KYLEE BOWMAN KYLEE SCOTT KYLIE BROWN KYLIE CASEY KYLIE CRASE KYLIE KEEN KYLIE MORRIS KYLIE SMITH KYLIE WYATT KYUNG HEE AN LAURA MADSHAW LAUREN DIXON LEAH THERESE STEINDL LEEANN BOOTH LEEANNE GOODES LEEANNE TRACY BRIGGS LEIGH ALEXANDER-DE JERSEY LEONIE IBORG LESLEY ADAMS LESLEY WRIGHT LI FANG CHEN LIDIA COWLEY LINDA O'BRIEN LISA RUSSEU LISEMAY TOWNSEND-LALLOO LOIS JEANETTE TOMS LORRAINE DALY LOUISA HANSEN LUCINDA NICKER LUCY SYME LYNNE SWANEPOEL MAHMUDA CHOWDHURY MANDY PARKES MANDY POLZIN MANORI LEELARATNE MARGARET CATLING MARGARET HANNAN MARIA CROWHURST MARIA FERNANDEZ MARIA FULLER MARIA STUARDO MARIE NUGARA MARIE YATES

SHARMIN ANWAR

SHARNTAE WELLING

MAUREEN WALKER MAVIS MAHDAVI MAYRA PORTILLO MAYUMI KAFKA MEDELINA COCHRAN MEI JIA LIAN MELANIE TINSLEY MELISSA LEACH MICHELE TRACY LUDLOW MICHELLE IRVINE MICHELLE TAYLOR MIRANDA MASON MONICA-LOUISE PARSONS MONIQUE CLARK MONIQUE SIBSON NAOKO HOSHINO NATALIE CLARK NATALIE CODEGA NATALIE HOHL NATALIE LAWRENCE NATALIF LLIND NATALIE RASCH NATASHA ALLAWAY NATASHA MCKNOULTY NATASHA PHELPS NATASHA WEIGAND NATASJA STOKES NGUYET BUI NICOLE ARMSTRONG NICOLE MILNE NIKITA-MAREE JOHNSON NIKKI PEARSON NISHANI RANAWEERA **NOELEEN LEACH** OLIVIA BAIN OM KARANANDA HUNT PAMELA AND ROCHELLE **OUGH** PANTHIYAGE DABARE PATRICIA HUGGETT PATRICIA OLIVERA PAULINE ANDREASSEN PETA GANNON PETA KENNEDY PIPER JACOVIDES PRABITA THAPA PRADEEPA SENANAYAKE PRUE ROGERS ΟΙΔΝ ΙΙ QIAN NIE QINYU ZHOU RACHAEL BACH RACHAEL DYER RACHEL HOLMES RAELENE HUGHES RANMALIE MADAWALA RAYLENE ELLIS REBECCA DAVIES REBECCA DENNIS REBECCA FRYER REBECCA RACHAEL SMART REBECCA WILD REBECCA WOOD REBEKKA BICHSEL RENAE GREEN RENAE MCCOOMBES RENE CAMPBELL RHODA DAVIES RHONDA CAIN RHONDA HART RHONDA JUNE FOTEK ΡΙΜΔ SANDHII ROHINI KUMAR RONDELLE PRYCE ROSALFINA CORRETT **ROSANNA PERRY** ROSLYN DE BRUIJN RYLEY MULLER SARIRA ALI SAHAYA STELLA RAJ

SALMA MOUSALI

SAMANTHA DUNCAN SAMANTHA HOLMES SAMUNDEESWARI PANNFERSFLVAM SANDHYA BALAGE SANDRA HOY SANDRA OHNSORGE SARA HORNE SARAH JANE BLACKMAN SARAH MCIVER SAU MING YAN SHAARNDRA MASON SHANE HUGHES SHAREENA ALFAZ SHARELLE AMANONO SHARMON CAROL BIRRELL SHARNA-LEIGH FULWOOD SHARON BODEN SHARON CHRISTENSON SHARON EDWARDS SHARON ELFORD SHARON FOX SHARON LORELLE BARBER SHARREE MCMURDY SHAUNA BAIN SHERYN WOODS SOPHIE SMITH SRIMATHIE PERUMAL STACEY WILSON STEFFANIE STEVENSON STEPHANIE HEARTFIELD & LUKAS FLEETON STEPHENE OLSEN SUSAN DAVIES SUSANNE BISHOP SUZANNE ELFVERSON SUZANNE PRENDERGAST TABATHA NORMAN TAMARA BEST TAMIKA ROWAN TAMMY DAVIS TAMMY FOX TAMSYN JOHNSTON TANIA BOOTH TANIA BRYSON TANYA BRYANT TANYA RICHARDSON TARA SMITH TATJANA HANNAN TEAGAN BRETZ TEENA JAMES TEGAN WILLIAMS TEMPANY-PAIGE MCFARLANE TENNILLE GALLAGHER THERESA FEIRCLOUGH THERESA POMEROY THERESA ROSEVEAR THERESE WASON THILAGAVATHY VIJEKUMAR THU TRANG NGUYEN TIFFANY RENNIE TIFFANY WILSON TINA DALEY TOSHIE CLAYTON TRACEY HINDLE TRACEY WALSH TRACY BESWICK TRACY LAWSON TRICIA BROWNSEY **URITH SHIELD** URMI SIKDER VALLI RENGANATHAN VANESSA HUDSON VEERPAL KALIR VERONICA SLEAN VICKI ROGATO VINODHINI (VINNY) SMITH

VIVIAN PEIL GONCALVES

WENDY CUNNINGHAM

WENDY BUCHANAN

YAN DUAN

TARA UTTING

TERESA SEREM

THAO THI TRAN

THI NGUYEN

YILIN LIU YING PAN ZOE BANKS ZOWIE PATERSON ZOWIE SIMPSON

### SA

ALISON FLEMING AMANDA STONE ANGELA SIMMONS ANTOINETTE LINES APRIYANI MCDERMOTT **CARLIE WOODS CASSIE SMITH** CEINWEN WALTON CHELSEA PARKER **CHLOE DAWES** CHLOE SMALL DARPANA BHALODIA DAWN SOARES DAYNA RUSHTON DEBBIE ASHFIELD DEBBIE JOHNSON DIANNE BAILEY DONNA FLAHERTY DORIS E GIDDINGS **EMILY MULHOLLAND** FIONA JACKSON HANNAH RASMUSSEN HELEN LOW HINA SONI HONG DAO JODI FERSCHL JODIE HERITAGE KAREN HACK KELLIE CLARK KERRIE WATERS KIRANDEEP KAUR BATH KRISHNAVENI SUNKANPALLY KRISTINE BLACKALL KYLIE BARKELL KYLIE MCBRIDE LAIHEAK KAING LAKSHMI KUMARATILAKE LEANNE KIRKBRIDE I FISA CASEY LEONIE HUTCHESSON LEONNE GAYE CAPES LESLIE EDDY LISA ANN ROE LOAN DO LOAN HUYNH **LUCIANA SCIARRONE** MEENAKSHI MAHAJAN MERRILYN HANNAFORD MICHELLE LISSIMAN MICHELLE MOORE NAHIDA OBEID NANCY WESSON **OLIVIA HAMES** PHUONG BUI PRABHPREET KAUR RACHEL SMITH REBECCA HALL ROCHELLE KLENKE SALLYANNE BAILEY SARAH PARKIN SEEMA DEVDA STEPHANIE HOY SUNSHINE STEWART SUSANA PINHEIRO DE **GONZALEZ** TAI VO TAMMY FURLER

THU HUYNH
TONI SEIDEL
TRACEY HAWKINS
TU LOAN QUACH
VAN THI THANH NGUYEN
VANESSA RATCLIFF

### TAS

BRONWYN BARBER CAROL FREEMAN CHRISTINE LOUISE BRYCE **CINDY JONES** CRYSTAL HEATHCOTE DEBBIE FIELDING DEBBIE HOLMBERG **DENISE PETERS** DORKA KABAIVANOF HANAH BANKS HEATHER ANNE HARPER HEATHER HAMMOND HELEN PATRICIA HORTON JAYNE WIGGINS JECELLE LOVELL KAREN MAXWELL KARREN SILVER KATHRYN BOWERMAN KENDAL PETERS LEE-ANNE GARTH LISA SMITH LORI-JANE CHILCOTT LYDIA BURR MICHELE LANCASTER MICHELLE STEPHENS MICHELLE WALKER NATALIE WALL RACHEL MCGUIRE REBECCA BARKER REBECCA JAMES RENEE MCLELLAN SADAF JAFFRY SARAH VIDLER SHARON LAVELL SHARON SUITBERGER STACEY HALL STEPHEN MOONEY-PURSELL SUSAN HIGGS SUSAN KRAHENBUHL SUSANNA HABERLE SVITLANA BRASHER TAMARA WARLAND TANYA MCGUINNESS TRUDY CHILCOTT

### VIC

AJILA RATNAYAKE ALECIA PAYNE ALICIA MACKINNON ALISSAR WASSOUF ALLISON EVANS ALYCE PICONE AMAL EL HAWLI AMANDA MAHONEY AMANDEEP KAUR ΔΜΔΝDEEP KALIR AMANDEEP KAUR AMARJIT KAUR AMUTHARANI SIMINI AMY ISBISTER ANETA MACCARONE ANGELA MAMMONE ANITA SCARLETT ANN GREGSON ANNE BELL

ANNICIA D'SOUZA ANN-MAREE WRIGHT ANTONIETTE SERRA ANUPAMA SHARMA ASIYA KHATOON ASMA KHAN ASRAA KHAIMAKANI BAHIRA DAROUGHEH **BEATRIZ PLEITER** BELINDA CONWAY BELINDA OELLERMANN BHARATHI VARADAN BIANCA GASPARRONI **BRIONY THOMAS** CARLY FRANCIS CASEY SEIDEL CATHERINE CORNELL CATHERINE LONG
CATHERINE SOSTHEIM CHAO GUI CHRISTELLE LEFORT CHRISTIE MERCHANT CHRISTINE MANNING CHRISTINE MARGARET PARKER **CHRISTINE SHANAHAN** CHUN XU CIHAN FILIZ COMLEKCIOGLU **COURTNEY FRIDAY** CRISTABEL BELEY DANICA JOSESKI DANIELLE BARNES DANIELLE KENNEDY DAO MAI THI NGUYEN DAVINDER KAUR BHATTI DEANA GREEN DEBBIE ROBERTS **DEBORAH WASSELL** DEBRA MACLEOD DEBRA RICHARDS DENEAL YOUNGHUSBAND DENENE NOWELL DIANNE EKMAN DIANNE THIEL DINA HAMEED DONNA GARDNER DONNA MCARTHUR DORIS RECHTER DULARA ARUMAPPERUMA EISSAR EL HAWLI EKTA SHRIVASTAVA ELISE AUGUST ELIZA HALL ELMA GANDOLFO EMAN ELHAOULI **EMMANUELLE PAPADOPOULOS** ERIKA PUSKAS ETHMADALAGE PERERA FAIREEN BEGUM FARAH KHAN FAYE BARRACLOUGH FLORINA CLAUDETTE FERNANDO FOZIA MAHOOD FUNG KAM YU **GAMANDEEP KAUR** 

GAYANI HIDELLEARACHCHI

GLENDA JOY ROGERSON

**GERALDINE BROWN** 

**GILLIAN BINDON** 

ANNETTE SMITH

GRACE HYDE **GUOYING YANG** HAJAR BARAKAT HANNAH HARRIS HARINI NAIDU HARJITKAUR PARAMJEETSINGH JANDAWAR HARRIET JOHN ANTONY HARSIMRAN KAUR HASNA HAIRULLAH HAYLEY CUMMINS HEATHER WALDRON HINABEN PATEL HONGXIA LI HUMAIRA FRESHTA AZIZI HUSANPREET KAUR INDIKA WIJERATHNE INGA PHILLIPS IVY DAPITO JACQUELINE HARRIS JACQUELINE SESTITO JACQUELINE WALLACE JACQUELYN POWELL JADE BUNNY JADE WILLIAMS JANA RAPOPORT JANE VINER JANINA SHARER JANINE QUAADGRAS JASLEEN KAUR JASPREET KAUR MARWAHA JAYNE BAIRD JEAN WILSON JEGATHA BENNY JEGATHA GANESHANATHAN JENNY SHUTE JESSICA LASSLETT JESSICA MUNDAY JO BRUINSMA JOANNE BELL JOANNE DELALAND JOANNE KONWALOW JOANNE LEE HAGUE JOANNE SCIBERRAS JORDANA GOLDEN JORIT ROGERS
JOSEPHINE PIERCE JOYCE GALE JULIE ANNE GUILLEMAIN JULIE BERGAMIN JULIE BORNEMAN JULIE PARKER
JULIE TREGANOWAN JULIE-ANN BYRNE JYOTI MAHAJAN KAJAL SHARMA кам но но KAREN BURROWS KAREN ELDRED KAREN LANCASTER KARLEE COLES KATH BROWN KATHERINE NORTHCOTE

KATHERINE TRUONG

KATHRYN HENSCHKE

### **EDUCATOR NOMINEES**

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NEELIMA SHYAMALA

NATASHA SPAULL

NAZIA SAJID

KATIE HILLER KAUSHIKABAHEN JOSHI KAY GODFREY KAYE HAINING KELLY MARTIN KERRY LEVESQUE KERRYN LAXTON KHADDIJA MANAN KHUTEJA FATHIMA KIM MAREE LIVERMORE KRISTEN TOBIAS KRISTY HUSSEY KRUPA VACHHANI KLIMIIDINI P KURUKULASURIYA KYLIE GRAETZ KYLIE JACKA KYLIE MCGREGOR KYLIE WILLOX LACHHMI UPADHYAY LALA TANG LATEISHA GATES LATOYA KYPRIOS LAURA SANCHEZ LEANNE ALTHAUS LEENABEN PARMAR LILIANA CULOSI LINH TRAN LOAN NGUYEN **LOUISA BOULOS** LUCITA DE JESUS SALAFIA LUCY MOFFAT LYNETTE HUEBER MAHESHA GUNAWARDENA MAHNOOSH KHAYAMIM MAHWISH REHAN MALIHA AMBREEN MANDEEP KAUR MANJINDER KAUR MANJIT KAUR MANJULA KOMERELLI MANPREET VIRDI MAREE EDDIE MARGARET WALLA MARIA TODINO MARIE ALTHAUS MARLENE TINGLEY MARTHA SMITH MASOOMEH JALALIAN MEENAKSHI MARGABANDU MEGAN DUNKS MEHABEN BARAIYA MEIER LI MELANIE QUINN MELISSA EXTON MELLISSA PEDLER MICHELLE CARMODY MICHELLE CLYNE MICHELLE HADDON MICHELLE KLASS MICHELLE OELLERMANN MINA NASSIRI MINH LE MOHAMMED HADI MONIKA SHARMA MURIEL HEART NADIA PANSOMBOON NAIME EL HOULI NANCY VELLA NANDINI DEY

**NEVIN TOFLIES** NISHA BHAGAT NISHA UBEROY NITIXA PANDYA NIVEDITA BHAMBRI NOELENE WEBSTER NUZAT NADEEM PARVATHI RATHINAVELU PAULA HINDS PAULA TUN YIN PAULINE MORAN PINKY PAUL POOJA DEVI POOJA GAJERA PRASADI SENEVIRATNE PRASEEJA THEETHU PRIASHNA KUMAR PRIYANGANI NISHANI DEEPIKA YAPA MUDIYANSELAGE PUSHPIKA SUMATHIRATNE QUADRIGENTA PERERA RACHAEL SMITH RACHANA RACHANA RACHEAL PEGG RACHEL FRASER RAJANIE DAHANAYAKE RAMANJEET KAUR SIDHU RAMYA RAJKUMAR RANA KALO RANIA MIKHAIL RATNISH BAJWA REBECCA PAINE REBECCA VALENTINE REBECKA BAXTER REBECKA BAXTER REBEKAH HUGGINS RENAE DARGAN RENUKADEVI NAIR ROBERTA TRACEY CESTER ROSANNE FERDINAND **ROSY PRASHAR** RUPINDER KAUR RUWANI EDIRISURIYA RYOKO BEESLEY SAIRA MAJID SALLY-ANN SMITH SAMAN UL HAQ SAMANTHA MOORE SAMANTHA POPPLE SAMANTHA SEVITA SANA RIZWAN SANDEEP KAUR SANDHU SANDHYA MALLIKARACHCHI SAPNA THAKUR SARAH FINN SARAH MILES SARASI PERERA SARITA MASKEY SAU THI DAO SEWVANDI NANAYAKKARA SHAHANA KHATOON SHALNI CHAND SHAMIMA DAICOS SHARON BENTLEY SHARON LATTER SHAZIA MEMON SHERIDAN CHANDLER SHIREEN HANEAH SHOBA KATIKALA SADANANDAN SHRUTI SHARMA

SHWETA MEHRA

SIUTITI TAUFA

SMITA BIDRE

SONIA MACANSH SOPHIE BYRNE SREESHA HAREESH STACEY RIRD STEPHANIE TAKLE SUGIRTHAVANY RAVINDRAN SUJEEWA ILLANGANTILAKA SUKHWINDER KAUR SULEKHA RANI SUMARA MCEVOY SUREKA HEERALUGE SUZANNE HAYASHI TAHIRA ATIF TANIA LOCKE TARA WEBSTER TAYLOR LAIDLAW TEGAN BRUCE THERESA REVELL THI BICH CHAU NGUYEN TONI MCHENRY TORI BETTS TRACY LEANNE LECHTE TRANG NGUYEN UDITHA DASSANAYAKE VANESSA CHANNA VESHALINI ARUN KUMAR VINITA RAMPAL VINITA SONI VYVETTE MACKELVIE WASANTHIE KUMUDINI **GALAPPATTY** WENDI HICKEY WENDY WHELAN WENDY WILSON XILING KONG YAN YAN YAQIN HAO YATTOWITA WITHANA YVETTE RICHARDSON ZAHRA ALKADUMI ZEENATH FATHIMA SINGHAWANSA ZENAIDA TERNOLA

### WA

(RMK) LAKSHMI KANCHANA KUMARI KATULANDA ADELE LANCASTER ADRIANA PINZON AI LING AMY YEO AIXA ALOHA LOYOLA VALDERRAMA DE RUSS ALAIZZA DUMLAO ALICIA DAVIES ALLANA WIGNALL ALPA SHAH ALPABEN AGHARA ALYSON WEISS AMANDA BROWNLIE AMANDA SARGENT AMANDA WRIGLEY AMANDEEP KAUR AMINA ABDI AMY COLLINS AMY FAIRMAN ANDREA WHINCUP ANGELA JENKS ANNE FERNANDO ANNE LOUISE SIDERIS ANSHU SHARMA APRIL PATERSON ARIANE RODRIGUES DA ASHA ABDI ASHWINDER KAUR **BEGUM SHAMSUN NAHER BHAVJIT KAUR** BHAVNA SHELADIA

**BHAVNEET KAUR** 

CHANDER KALA CHHABA CHANDRA DEVI RAMASAMY CHANTELLE ROGERS CHERRIE TURLAND CHERYL ANN WILLS CHEVVONNE SENZIO CHIQUITA LAZARUS CHIZURU CURTIS CHRISTINE ADAMS
CHRISTINE JOY REEVES **CINDY HUET** CINDY WALSH CLAIRE MASON COLLEEN FAYE CHINNERY **COMFORT BROWN COURTNEY YOUNG** DANIELLE HARBEN DARSHAN KAUR DHARMISHTHA RABADIYA DIANNE WATT DIMPLE ARORA DIVYA SHARMA **ELIZABETH STANGER ELIZABETH THOMPSON ELSPETH SMITH** EMELIA SAFARI YEGANEH EMMA FOX EMMA FRASER EMMA HIGGINS EVY NORMAN FATANEH MORADI FRANCES SVILICICH GEETHAMMA RANGANNA GERALDINE MARIE BUCKTROUT GERALDINE ZACHARIA GLORIA CLARKE GURMEET KAUR HARPREET DANG HARPREET KAUR HARSHIDA KHETIA HAWA HIRSI HEIDI GRIFFIN HELENA ATTRACTA GALER **HOITSE** HONOURINE D'SYLVA HYO JUNG HAN ISIS DORADO JACQUALINE ANN GENT JACQUELIN SIMS JAGDEEP GILL JAN LENG JANET VAN ZYL JASMEET KAUR JAYASHREE S KOLLI JENNA CHAMBERS JENNIELYN ACUNA JENNIFER COSTA JENNIFER NAPPER JENNIFER SENBERGS JENNY MCLAUGHLIN JESIKA MOSS JESSICA O'CONNOR JESSICA RETALLACK JEYALETCHUMI VELOO JIYOUNG KIM

BROOKE LOVE

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CARMEL BRIDGES

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CAROLYN KINGDON

CAROLYN MOFFATT

CAROLYN NORMAN

CATHARINA WILLEY

CASSIE LAWLER

CASSANDRA DENNISON

JOANNE COPPING JOANNE KNIGHT JOANNE LOPEZ JOANNE WOODING JORDI GRIFOL JOSEPHINE OBRIEN JUDITH ANN WOLFENDEN JUDY BYRNE JULIE BELHAMINE JULIE FORD JULIE MARTIN JULIE RUSHACK JULIE SLATER JULIE-ANN BRENNAN JULIETA KILLIAN JUNE HANNAM JUNE TODD KAREN BEAL KATAYOUN AFGHAN TOLOUEI KATIE LAWRENCE KATIE WAUDBY KATRINA TRAVIA KELLIE WALSH KELLY MONAGHAN KELLY VICKERS KERRIE SIMES KESHIA HOOD KIRANDEEP KAUR KIRSTY PRESTON KULDEEP KAUR GILL KYLIE KIPLING LAKHVEER KAUR DHILLON LALITA AGARWALLA LAMIAA ABDELHADY LARISSA MAY LARRA WATTERSON-RUTHERFORD LEANNE DOWSETT LEE-ANNE OGLE LEENA KARIRA LINDA MCNAUGHT LISA POLLARD LISA SEIA LUCIEL KRUGER LUCINDA CULLEN LYNDA CARRICK MADELEINE WIJAYANTO MADIANNE HYNES MANJINDER KAUR MANJULA ALEPADI MANJULA EKANAYAKE MANPREET AULAKH MARGARET YOKWE MARICA STEVANOVIC MARIE DESIREE CHANTAL APPELBEE MARYKA DE BEER MEGAN NAUOM MELISSA FULLER MELISSA RODWAY MELLISSA KEELER MEREDITH GARDNER MICHELLE GIRLING MILDRED D'MELLO MING YU CHOU MOIRA ROMINA INSAURRALDE NAGALAKSHMI THARMARAJAN NARELLE COOPER NARELLE THOMAS NASIBA QASIMI NATALIE WHINCUP NAUSHIBA SYEDA NIMISHABEN AJAYKUMAR PATEL OLGA PAGE PAIGE ROWE PARMINDER KAUR PATCHAREE BOONSONG PATRICIA OWUSU

PATRICIA RALII F

PATRICIA VALLEJOS

YAN CAO

PAULA-MARIE DAWSON PENNY-LEE GIBSON PRAGNA MANDALIA PREETHIKA SHETTIGAR PUJA GAUTAM PURNIMA SHARMA RACHELLE THOMSON RAJNI RAJNI REBECCA DAVEY REBECCA O'CONNOR RIKA TERBLANCHE ROOPA SATARADDI ROSELYN LAWRENCE-WILLIAMS ROSLYN HUMBLES ROWENA GREY ROZMINA NURMOHAMED RUCHI MALHOTRA SAEEDEH SHAHRI SAHANA KALIDEVAPURA SAMANTHA WARNES SANDRA LLOYD SANDRA SEQUEIRA SANGEETA KALYAN SANTHANA DEVI P NYANAPERAGASAM SAVITA KUMAR SAVITA PATIL SHAHRABANO AHMAD ALI SHAKUNTALA AGGARWAL SHARON GOODMAN SHARON MARGETTS SHARON O'BRIEN SHARON RODRIGUES SHASHIKALA RAJANNA SHAUNA MAY SHERRY MARTIN SHERYL EHLERS SHILA DATTA SHONA CAMPBELL SHWETA SHANBHAG SNEZANA STOJANOVIC SONIA SHARMA SONIA VIKAS SOO JEOM CHO SOPHIE GRIFFIN SRI MORGAN STACEY ANN GALLAGHER SUBASINY RABBY SUJATHA NANJUNDAPPA SUMYZA ASLAM SUSAN CARR SUSANA PEEL SUZANNE VAN DEUREN SYLVIA PENNYCUICK TAMARA ASLETT TAMATHA JACKA TANYA LEE PHILLIPS TANZIA ZAMAN **TEGWEN JONES** THAMALI DINESHA GALGAMUWA GALGAMU ARACHCHILLAGE TIA BOARDMAN TRACEY MORRIS TRACEY SALSMAN TRACEY SMITH TRACEY STEPHENS TRACY BODIN TRACY FOWLIE-CROCKER UJWALA SHELKE URMILA PRAJAPRATI VANDANA SHARMA VIJAYALATHA THAYATHARAN VIMLA PATEL VIMON SAMITINANT WARUNI WIJESINGHA WEI WU XENIA TORREGROSA

NAOMI CARTWRIGHT

NARMADHA BATHIRARAJAN

### COORDINATOR NOMINEES

### ACT

CHAMALEE PRATHIRAJA JODIE KEENAN KATHRYN WORKMAN MARAM ALATHEIRY SANDY HART

### NSW

AMANY MIKHAIL ANNA JUN ASHWAQ TAIUBE BARBARA MILLIST BRENDA HEAD CATE BRODIE **CHANG HYUN KIM** CHARMAINE BLACKETT CHRISTIE BELLENGER CHRISTIE THOMPSON DALENE EADIE DANIELLE BATES DEANNE BURR DEBORAH PHILPOTT DEBRA MAGIN DIANNE JENNINGS **ELZA FRANCIS EMILY COSGROVE EMILY ZELL** HEYAME NAHLE ILHAM GAMILDIEN JACINTA SARGENT JANESE MCGOWN JANICE FRANCIS JEMMA JESIOLOWSKI JENELLE YCAS JENNIFER HOOPER JESSICA BOURKE JOANNE SPINNER JUAN HONG LI JUJI F PARNHAM JUN KYOUNG LEE

KAREN BEECH KAREN COMPTON KATIF WRIGHT KEISHA HAPE **KELLIE TIMMINS** KERRI GRIFFIN KERRY NOVKOVIC

KRISTINE ELDRIDGE KYLIE BERRY KYLIE TRABI LEEANDA ANGUS LINDA BANNAN LISA BAKER LISA HODGE LISA JEAN

LISA STATHAKIS LISA SUSZEK LOIS WALKOWIAK LYNETTE HAWKINS MAHALAKSHMI SIVASAKTHI NAGARAJ MANDY WATSON

MARIE BROADBENT MARTINA HRIBAR MARY ANN DAWSON MARY AQUILINA MARY BINDU PERRY MEGAN HARGOUS MEGAN PETROLO MICHELLE CAPEWELL NARELLE ROWE NOREEN ASLAM PEARL ZANG RACHAEL GEDDES

RAMLA ABDULLAHI RENEE LONG ROMAYNE HOYLE ROSA DAL BOSCO **ROSIE PUPO** SAMANTHA SHEPHERD SHIVIKA KAUSHIK

STEVIE RUTLEDGE SYLVIA FAN TAMANA KHAMSI VENESSA MENDES VERONICA ASSAF VICTORIA FARROW

### NT

BARBARA SORENSEN

### QLD

AMY PACE ANDREA RAPTIS ANGIE SPENCE ANNIE JUILLE APRIL EATON CARLA WILKINSON CARLYON BRUNKER CARMEN MCSHANE CASEY DOWD **DEBBIE JOYCE** DONNA O'SHEA EMMA BRANDON **EMMA HICKEY** GAIL NEUMANN HEATHER HAYES JOANNE YOUNG JULIAN GAFFNEY KARREN PENNY KAT FORSE KAT HARTIGAN KATRINA BRYANT KAY BRADDOCK KELLY BALL KELLY PARKER KIRSTEN HORNER KIRSTY JACKMAN KRISTEN BAKER KYLIE BISHOFF

KYLIF SMITH LEA DELAPORTE **LEAH MOSCA** LEONIE HARCH LOUISE BACK MELISSA WATTERS

MERINDA MEARES MICHELLE CLIFFORD NATASHA KING RACHANA BULSARA

RACHELLE SMITH RAYLEEN TRAMACCHI REBECCA STANLEY RICKY FAZLDEEN ROSANNA MONTGOMERY

SHARON RICHARDS SHARYN CONDON SHELLY PORTCH TAMMY VARGAS

TENEIL TRAVERS TRACEY HOLDEN TRUDI JOLLIFFE

VICTORIA EDMOND ZEE WISHART ZOE BRANDSEN

### SA

CAROLYN KEEFE ELIZABETH HUDSON KATE KASSAPIS LYN KERR LYN RUSHWORTH MARILYN STONE MICHELLE RICHTER NAOMI ROBERTSON NICKARLA MARGGRAFF TAMMARA ALLISON KATHI HEWITSON LAURA HEWITSON

### TAS

CAITLIN HEYWARD CHANTELLE CONRADES JANICE HABA JESS YOUNG KAREN PROSSER LAWRICE JACK MAXINE BURR STACEY WILSON

### VIC

AMBER ZAHID

ASMA AMIR BRONWYN DE'SANTIS **BROOKE FAY** CAROLYNNE LE PAGE CHARMAINE GREGORY CLAIRA GIBB CLAIRE VINICOMBE DADA JOVANOVIC DANI BARNES DEBORAH NOBLE DIANNE HARRIS DONA COLLURAGE DONNA KLITSCHER HA DAO HAKUMA HASAN HEATHER BLAIR **HUMA EHSAN** JULIE METSELAAR KATHI HEWITSON KERRI SANDERS KHADIJA HAJI LAURA HEWITSON LYNSEY CHEN MANJU PATHAK MARITA WILSON MEENU SHARMA MFI MARSH NAURELLE PALMER

REBECCA FITZPATRICK REBECCA FOSTER REBECCA WOODS RUMAISA FAHAD SALLY STANEK SARAH HYDE SARWAT SHAH SUZANNE BLAIR SWATI PANDIT TELGAVATI SUBRAMANYAM THAM PHAN VIVIENNE PATTERSON

### WA

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### **SERVICE NOMINEES**

COMMUNITIES@WORK FAMILY DAY CARE AND IN-HOME CARE GENESIS FAMILY DAY CARE

### NSW

24/7 FAMILY DAY CARE ALL AREAS FAMILY DAY CARE AROUND THE CLOCK FAMILY DAY CARE BARAKAT FAMILY DAY CARE BAULKHAM HILLS FAMILY DAY CARE **BEGA VALLEY FAMILY DAY CARE** CABONNE FAMILY DAY CARE CAMPBELLTOWN FAMILY DAY CARE CARES "R" US FAMILY DAY CARE CASS FAMILY DAY CARE CCA FAMILY DAY CARE CHASING RAINBOWS FAMILY DAY CARE CLARENCE CHILDHOOD SERVICES COASTWIDE FAMILY DAY CARE COFFS HARBOUR & DISTRICT FAMILY DAY CARE COLLECTIVE FAMILY DAY CARE DIVERSE FAMILY DAY CARE DUBBO FAMILY DAY CARE EARLY YEARS CARE EUROBODALLA FAMILY DAY CARE FAMILY DAY CARE SYDNEY WIDE GREAT WESTERN FAMILY DAY CARE **GREATER HUME CHILDREN SERVICES GUNNEDAH FAMILY DAY CARE** ILLAWARRA FAMILY DAY CARE INNER WEST FAMILY DAY CARE INSPIRED FAMILY DAY CARE SERVICE

INTEREACH FAMILY DAY CARE KIDZ DREAM FAMILY DAY CARE LAKE MACQUARIE FAMILY DAY CARE LEARNING KIDS FAMILY DAY CARE LITTLE OZ KIDS FAMILY DAY CARE LITTLE STAR FDC SCHEME MAITLAND FAMILY DAY CARE MID COAST FAMILY DAY CARE MY HOME YOUR HOME FAMILY DAY CARE RAINBOW BRIDGE FDC SHERIF FAMILY DAY CARE TAMWORTH FAMILY DAY CARE VISION FAMILY DAY CARE SERVICE

### QLD

AMANA KIDS FAMILY DAY CARE BEAUCARE FAMILY DAY CARE BEENLEIGH FAMILY DAY CARE BOWEN/COLLINSVILLE FAMILY DAY CARE **BUILDING FUTURES CARE BUSY BUTTERFLIES EDUCATION AND CARE SFRVICE** CARINBUNDI KIDS FAMILY DAY CARE CHOICES FAMILY DAY CARE EMPOWERED FAMILY DAY CARE ENHANCE FAMILY DAY CARE - BRISBANE COMMUNITY ENHANCE FAMILY DAY CARE - ENDEAVOUR ENHANCE FAMILY DAY CARE - TOWNSVILLE & **EXCELLENCE IN CARE FAMILY DAY CARE** FLAMINGO FAMILY DAY CARE FRASER COAST FAMILY DAY CARE

HATCHLING HOUSE FAMILY DAY CARE

KATH DICKSON FAMILY DAY CARE - EAST COAST HOME BASED SERVICES KIDS AT HOME FAMILY DAY CARE MURILLA FAMILY DAY CARE NORTH QLD FAMILY DAY CARE NURTURING FAMILY DAY CARE RAINBOW BRIDGE FAMILY DAY CARE SOUTHERN CROSS FAMILY DAY CARE UNITING EDUCATION FAMILY DAY CARE UNITING FAMILY DAY CARE BRAMBLE BAY WE BELONG FAMILY DAY CARE

### SΑ

FOUNDATIONS FAMILY DAY CARE NORTHSIDE FAMILY DAY CARE SCHEME

### TAS

ADVENTURE PATCH FAMILY DAY CARE FAMILY DAY CARE TASMANIA UNITING FAMILY DAY CARE TASMANIA

### VIC

BAMBINI CHILD CARE SERVICES BASS COAST FAMILY DAY CARE BAW BAW SHIRE FAMILY DAY CARE BENDIGO FAMILY DAY CARE BRIGHT SUN FAMILY DAY CARE CHEEKY PANDAS FAMILY DAYCARE CITY OF KINGSTON FAMILY DAY CARE DANDENONG FAMILY DAY CARE FOUNDATIONS FAMILY DAY CARE GOLDEN PLAINS SHIRE FAMILY DAY CARE GREATER DANDENONG FAMILY DAY CARE GREATER SHEPPARTON FAMILY DAY CARE HOLISTIC APPROACH FAMILY DAY CARE SCHEME KIDS CORNER FAMILY DAY CARE KIDS INDIVIDUAL DAYCARE SOLUTIONS LIL' ANGELS FAMILY DAY CARE LITTLE TINKERS FAMILY DAY CARE MELTON CITY COUNCIL FAMILY DAY CARE SHINING STARS FAMILY DAY CARE SERVICES UNITING FAMILY DAY CARE - WIMMERA UNITING GIPPSLAND FAMILY DAY CARE WINDERMERE FAMILY DAY CARE WYNDHAM EARLY LEARNING FAMILY DAY CARE

ALPHA FAMILY DAY CARE SERVICES AUSSIF KID7 FAMILY DAY CARE COMMUNITY VISION FAMILY DAY CARE CONNECTIONS FAMILY DAY CARE EASTERN REGION FAMILY DAY CARE ELITE FAMILY DAY CARE EXCELL ACADEMY GARDEN PLAY FAMILY DAY CARE SERVICE KOOLANGA FAMILY DAY CARE SERVICE MURRAY FORREST FRIENDS FAMILY DAY CARE NATURE ALLIANCE FAMILY DAY CARE NECTAR FAMILY DAY CARE NURTURE CHILDCARE AND EDUCATION SERVICES ROBERTA JULL FAMILY DAY CARE WEST COAST FAMILY DAY CARE SERVICES YMCA FAMILY DAY CARE SERVICE



23-25 OCTOBER 2025 MELBOURNE

### Melbourne, here we come!

We are pleased to announce that the FDCA 2025 National Conference will take place in Melbourne from 23-25 October 2025.

Taking place at the Pullman Melbourne Albert Park the FDCA 2025 National Conference promises to be one of our largest events to date. Whether you're attending purely to expand your own knowledge base or you're tempted by Melbourne's wealth of food, culture and attractions, we have no doubt this will be a conference not to be missed!

### All your professional learning needs under one roof

The FDCA 2025 National Conference will deliver a wide range for professional learning opportunities in the one setting. Whether you're an educator, coordinator, educational leader or service manager, you can be sure that we'll have the content you're looking for.

### Create a network and build life-long friendships

You might come for the content, the food, the shopping or to see Nathan Wallis, but we know that one thing the FDCA National Conference builds is life-long friendships. The conference will give delegates the unique chance to network with family day care professionals from across Australia and catch up with friends from conferences past.

### Payment plans available

To ensure that all members have the best possible chance to attend the conference, we will once again be offering payment plans to FDCA members.

A ten-month payment plan is currently available to members, this means members can choose to purchase their conference ticket outright or across ten convenient payments.

**FIRST KEYNOTE SPEAKER CONFIRMED:** 

### **NATHAN WALLIS**

We are very excited to reveal that Internationally acclaimed New Zealand neuroscience educator Nathan Wallis has been confirmed as our first keynote speaker for the conference.

Nathan's professional background includes working as an early childhood teacher, child therapist, social service manager, university lecturer and neuroscience trainer. Along with hosting the TV Series, "Kids Don't Come With A Manual", the documentary "All in the Mind", and co-hosting the TV series "The Secret life of Girls". Nathan appears on National Radio and TV as a guest expert on parenting, teaching and understanding the brain development of young people. Inspirational and charismatic, Nathan's ability to translate neuroscience into everyday life engages all audiences.

We can't wait to welcome Nathan at the conference!

TO SECURE YOUR TICKET, VISIT WWW.FAMILYDAYCARE.COM.AU/2025CONFERENCE





# **NEW RELEASES**



# ECA EARLY YEARS DAILY & WEEKLY PLANNERS

Get ready for 2024 with ECA's planners!

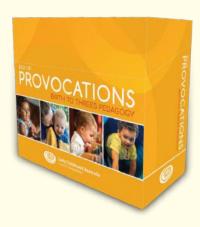
ECA's Early Years Planners are designed for educators by educators - with a practical layout with calendars, educator resources, ample writing space to record reflections, notes, meetings, weekly focus notes, routines and timetables, interactions, assessments, sketch pages, learning experiences and more. Join the community of educators who've chosen the ECA Early Years Planner as their trusted companion – order your planners today!

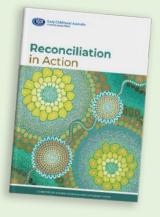


# ECA BOX OF PROVOCATIONS: BIRTH TO THREES PEDAGOGY

ECA's newest box of provocations is a powerful tool to spark profound reflection, action, and evolution for educators working with young children. These cards, developed with Anne Stonehouse, foster critical conversations, debates, and deeper thinking in your educational setting. Explore themes like behaviour, curriculum opportunities, enriching environments, and more, inviting a reexamination of fundamental beliefs and principles. Order your box of provocations today.







### **ECA RECONCILIATION IN ACTION**

Take the next step in your reconciliation journey with this invaluable resource. Reconciliation in Action is a thoughtfully curated collection of stories that offer a multifaceted view of reconciliation, both in the present and as an aspiration for the future. The practice stories, provocations, and reflections amplify voices, aiming to improve early childhood education and care systems. Order today and explore the evolving picture of reconciliation in Australia and its integration into early childhood settings.





Visit the ECA Shop or call 1800 256 900 to order today. www.earlychildhoodaustralia.org.au/jigsaw

I HATE COOKING

My name is Kylie Kent, and I am from the City of Greater Bendigo in Victoria. I am a strong and independent single mother of two children, Ruby and River, and the founder of Silkwood Family Day Care registered with Inspired Family Day Care.



am a Bachelor educated kindergarten teacher, teaching for over 16 years in varying capacities; as a kindergarten teacher, casual teacher and family day care educator.

After I had my first child, Ruby, I decided that I didn't want to miss any of Ruby's growth, milestones, and development. I began my own family day care business, where I could combine my passion for early childhood education and be at home with my daughter. Thus, Silkwood Family Day Care was born (I joke that it is my third child!).

In my first year as a family day care educator, I was the regional winner in the FDCA Excellence in Family Day Care Awards for Bendigo, Macedon Ranges and Goldfields

area. In that same year, I went on to win the Victorian Educator of the Year.

I have been a family day care educator for nine years and feel honoured getting to know families over many years and nurturing and teaching siblings that come through my service. My educational philosophy is based on honouring childhood and providing children with freedom of self-expression and exploration through play. My goal as an educator is to support children to develop confidence, a positive sense of self and a love for life-long learning.

I wanted to supplement my family day care business with work that would complement my community minded spirit and help me continue

to make a difference. I Hate Cooking has provided me with that opportunity.

I Hate Cooking is a nationwide inhome cooking service founded by Bek Daley. Customers can select their meals from an extensive menu and book a cook to prepare these meals for them in their home over a 2-3 hour time period, filling the customer's fridge with healthy and nutritious meals.

What attracted me to this business was firstly, my love for cooking and getting lost in a recipe. Secondly, cooking for my family and friends, to me, is all about connection, kindness, and community. After completing my Safe Food Handling certificate and other rigorous training provided by I Hate Cooking,

with Kylie Kent



### I Hate Cooking

is located nationwide with cooks servicing many areas. For more information, visit the website https://ih8cooking.com



I was on my way to make cooking, and life in general, easier for those in my local area.

I enjoy cooking a variety of dishes and trailing new recipes on my family. My children are adventurous when it comes to food and I truly believe my passion & enthusiasm for food, as well as role modelling, plays a role in their attitude towards eating.

I have met many wonderful people in my role as 'personal chef' and my clients range from families, those that are time-poor, NDIS clients, as well as the elderly and people with special dietary requirements. Meals provided for customers are tasty, wholesome and made from scratch with no nasties by dedicated home cooks like me. Menu selections also covers lunch box options

for busy families, as well as low carb and gluten free meals.

I Hate Cooking also has a 'Cook, Eat, Repeat' program which provides in-home cooking lessons for NDIS clients where menus can be adapted to suit the developmental needs and learning style of the participant. This program helps NDIS clients develop independence and learn skills in the kitchen.

I Hate Cooking is unique. It allows me to create a positive impact in the lives of others and for that, I am truly grateful.





















# **BUSINESS INSIGHTS**

### Incident reporting protocol for FDCA

Did you know that FDCA has an Incident Reporting protocol for when incidents occur in your family day care business? Did you also know that FDCA's Member Zone allows you to lodge an incident report online with the click of a button?

In this edition of Business Insights we will provide some examples of the types of incidents and the timeframes in which you are required to notify FDCA, as well as how you can use your Member Zone to lodge them.

### **Category A**

These are severe incidents where a claim is likely to occur. These types of incidents must be reported to FDCA within 48 hours of the incident.

Some examples of a Category A incident are:

- Death / spinal injury / burns / loss of consciousness / factures or breaks to major
- Any incident that requires admission to hospital
- Where a parent threatens legal action or withdraws the child from care because of the incident

### Why do I need to report these incidents?

These timeframes must be followed to ensure protection under your insurance policy, in the event that the incident leads to a claim in the future. Sometimes claims may take years to be advised of and if we have no incident report on file then we are just relying on our memory of the incident, which may make it harder to protect you in the future.

An incident report form that is completed and sent to FDCA straight after an incident occurs helps protect all involved, should a valid claim ever be made in the future. Delaying notification of an incident may also affect your benefits under the policy so it is important that an incident report is provided as soon as possible.

### How to report an incident?

You can either complete FDCA's incident report form which is

### **Category B**

These incidents are less severe but a claim may still occur from the incident. These types of incidents must be reported to FDCA within 30 days of the incident.

Some examples of a Category B incident are:

- Factures or breaks to minor limbs (fingers and toes)
- Injuries to teeth
- Lacerations requiring first aid
- Convulsions / seizure / fit where medical assistance was required

### Category C

These incidents are not severe and can be managed and dealt with straight away. There is no need to report a Category C incident to FDCA.

Some examples of a Category C incident are:

- A child has hurt themselves and just needs to be comforted
- A band-aid is required
- All other minor injuries and illnesses

available on our website at www.fdca.com.au OR you can complete an online incident report from which is located in the Insurance section of your FDCA Member Zone.

Remember that there is no harm in reporting an incident to FDCA. If you are unsure whether or not an incident needs to be reported, it is always best to play it safe and report the incident.

Hard copy incident report forms, once completed, can be emailed to memberservices@fdca.com.au.

### What happens after an incident is reported?

Once you notify FDCA of the incident we may appoint an investigator, depending on the nature and severity of the incident. The investigator will provide a report to the insurer while the incident is still fresh in everyone's mind. They may take statements

from you or anyone who observed the incident to ensure that the correct facts are disclosed straight after the incident. It's important to remember that FDCA insurers act on your behalf and these steps may need to be taken in order to ensure your rights are protected.

Your family day care service have their own incident reporting timeframes which need to be followed, as some serious incidents may need to be reported straight away to the Regulatory Authority. It is important to understand what your service's timeframes are so you are not in breach of their policies. When sending an incident report form to your service, always remember to forward a copy to FDCA to ensure we have a copy on file also.

If you have any questions relating to incidents or claims, please contact the FDCA Insurance Services team on 1800 658 699.





### REGISTERING FOR GST

Most educators understand that if your gross business income or turnover (total income before expenses) is more than \$75,000 then you must register for GST and lodge **Business Activity** Statements (BAS). However, even if you are not required to be registered, it may still make financial sense for you to voluntarily do so.

### **EXAMPLE:**

Sarah is a family day care educator whose gross annual turnover before expenses is \$40,000. When applying for her ABN Sarah did not expect her turnover to be more than \$75,000, and as a result decided that she would not register for GST.

Sarah's deductible expenses (after being reduced for any private use) are \$5,500, which includes GST of \$500. After expenses, Sarah's taxable income is \$34,500 (\$40,000 - \$5,500) which will be taxed at a rate of 19%.

Based upon her deductible expenses, the cost or savings to Sarah if she chose to register for GST are as follows:

	NOT Registered for GST	Registered for GST
Tax Savings	\$5,500 x 19% = \$1,045	\$5,000* x 19% = \$950
GST Refund	\$0	\$500
Total Tax & GST Savings	\$1,045 + \$0 = \$1,045	\$950 + \$500 = \$1,450
*0		

\*Sarah's tax deduction is reduced by any GST that is claimable

**Conclusion:** 

Sarah could have saved an additional \$405 by being registered for GST

While there may be financial benefits to registering for GST, there are equally a number of key considerations you should take into account or discuss with your tax advisor before deciding to register.

- **1. Charging or Collecting GST** family day care services provided through a scheme which is a registered child care service, are GST Free supplies ,and as such you do not need to charge or collect GST from parents. You are however required to charge and collect GST in the following circumstances:
- a. If you operate a business in addition or separate to your family day care which provides items or services which are subject to GST.
- b. When you sell resources, equipment or your vehicle (if you used the logbook method to claim your car expenses in your tax return) privately or to a fellow educator.
- 2. Record Keeping Requirements If you are maintaining your invoices and receipts for preparing your tax return, the only additional requirement is that you record the GST paid when recording your expenses. The amount of GST, if any, is required to be clearly shown on the invoice or receipt.
- 3. Reporting GST As noted previously, if you are registered for GST you must report any GST you

collected or paid on a BAS or GST Return. If you are voluntarily registering you have the choice to lodge your BAS annually, quarterly or monthly. If you are required to be registered due to your turnover, you may only be eligible to report on a quarterly or monthly basis.

**Tax Tip:** If you are voluntarily registering for GST on an annual basis, your BAS will be due on the same date as your tax return. This allows you to prepare and lodge your BAS and tax return at the same time, and could be a good option if you want to minimise your lodgement and reporting requirements.

4. Costs - There is no cost to you for registering or lodging your BAS yourself, but you may incur a fee if you engage a BAS or Tax Agent to do either of these on your behalf. Importantly, if using an agent, you should ensure any fees they may charge do not exceed the potential tax savings.

Finally, if you register for GST before 28th October 2023, you may choose to register (by calling the ATO or using online services) from 1 July 2023. This will enable to you to claim any GST you may have already paid from 1 July.

Speak to a registered BAS or Tax Agent to see if registering for GST is something that could be of benefit to you.



Ben is the owner and Principal Accountant of FDC Tax. He has been providing specialised tax and accounting services to family day care educators for more than 15 years.





# 2023 NQF changes

ACECQA develops and publishes a range of National Quality Framework (NQF) information and resources on its websites to support educators and families.

The Guide to the NQF (recently updated to incorporate content about 1 October 2023 changes), free online induction to the NQF elearning modules, and a series of fact sheets on the refreshed national Approved Learning Frameworks are popular free resources for educators that are available on the ACECOA website.

The objective of the NQF to promote continuous quality improvement in the provision of quality education and care services is a shared responsibility for governments, regulatory authorities, services, educators and ACECQA.

The NQF is also a dynamic and shared quality framework, adapting to new evidence and ACECQA works with expert organisations, peak bodies, higher education specialists, providers and government agencies to bring you the latest resources and information. This supports all education and care professionals to provide every child with education and care best suited to them, their families and communities.

Information about Education Ministers' decisions following the 2019 NQF Review is available on the ngfreview.com.au website, including the Decision Regulatory Impact Statement (DRIS) and the changes to the Education and Care Services National Law (National Law) and Education and Care

Services National Regulations (National Regulations).

To help educators, services and providers understand and implement the NQF changes throughout 2023, the changes have commenced incrementally.

On 1 October 2023 the third round of changes for the majority of jurisdictions commenced\* and ACECQA has recently published a summary of the 2023 NQF changes with links to key legislation and supporting resources on its website at NQF changes overview.

New and updated NQF resources are available on the ACECQA website

This summary table details the changes in sections, including a Family Day Care section, as follows:

- Children's health and safety (including safe sleep and rest)
- Royal Commission into Institutional Responses to Child Sexual Abuse
- Family Day Care (FDC)
- Outside School Hours Care (OSHC)
- Workforce
- Quality ratings
- Changes in fees within the NQF system
- Oversight and governance of services and providers

- Technical Amendments
- Other amendments to the National Law and Regulations outside the DRIS (as approved by **Education Ministers**)

The NQF changes starting from 1 October 2023 aim to:

- Improve the safety and wellbeing of children
- Amend requirements for the FDC sector to strengthen regulatory oversight and safety
- Improve the provision of NQF information to families

From 1 October 2023\*, bassinets will be prohibited from education and care service premises while children are being educated and cared for. This change has been introduced to implement a recent NSW Coronial recommendation.

As the national authority responsible for working with governments to administer the National Quality Framework (NQF), ACECQA provides freely available guidance and resources to support professional development within the education and care sector to improve outcomes for children.

For more information and free resources visit www.acecga.gov.au and www.startingblocks.gov.au.

<sup>\*</sup>The implementation of this round of regulatory changes will be delayed for services in Western Australia. Contact your regulatory authority for further information



**FAMILY DAY CARE** 

# LEGAL SERVICES

TURN YOUR PROBLEMS INTO SOLUTIONS

months of support from legal experts

All from as little as \$3.15

\$1,500 per enquiry\*\*



One of the biggest distractions when running a successful family day care business is debt recovery, with a growing number of services and educators often seeking assistance with managing cash flow and other legal matters.

As your national peak body, FDCA is committed to helping you deal with the stress of any issues related to your family day care business requiring legal assistance.

For more information about Family Day Care Legal Services, visit **fdca.com.au/legal** or phone **1800 658 699**.

<sup>\*\*</sup>Based on a limit of 4 hours billable time per enquiry.





<sup>\*</sup>Based on upfront payment for an educator Legal Services package.



# Implementing Safe Sleep Practices



Safe Sleep Practices in Family Day Cares and Childcare Centres: ACCC's Education Campaign

When it comes to childcare, ensuring a safe sleep environment for our little ones is paramount. The Australian Competition and Consumer Commission (ACCC) has launched an educational initiative on inclined baby products, teaming up with Red Nose to raise awareness and provide essential guidance on safe sleep practices - both within the home and in family day cares and childcare centres.

Increasingly popular inclined baby products, commonly marketed as "baby sleepers," "rockers," or "bouncers," are often perceived as helpful aids for settling babies and addressing reflux discomfort. However, it's crucial to understand the potential risks associated with these products. Placing a baby in an inclined position and leaving them there when asleep can increase the chance of their head tilting forward, causing their chin to rest on their chest and potentially obstructing their airway.

In addition to the suffocation hazards caused by head positioning, some inclined products have padded sides that can contribute to further risks. If a baby turns their face into the padding or rolls over

in the device, there's a danger of suffocation or asphyxiation. Soft surfaces may obstruct their airway, leading to suffocation or a build-up of exhaled air around the mouth and nose. This "rebreathing" of carbon dioxide can be fatal.

Tiffany Fryett is one of the Senior Education Officers at Red Nose Australia. She reminds us that "If you use a bouncer to entertain your little one, ensure you can always see them, that they are within arm's reach and if your baby looks like they are going to fall asleep, move them to a safe sleep space."

Red Nose strongly advises parents and care-providers to reconsider using inclined baby products for sleep. Instead, they emphasize following the six evidence-based safe sleep recommendations to reduce the risk of sudden infant death:

The evidence-based six safe sleep recommendations are:

- 1. Always place baby on their back to sleep.
- 2. Keep baby's face and head uncovered.
- 3. Keep baby smoke-free, before and after birth.

- 4. Have a safe sleeping environment night and day. Ensure you have a mattress that is firm, clean and flat with no loose blankets, soft bedding, toys, pillows, or bumpers.
- 5. Sleep baby in their own safe sleep space in the parent or caregiver's room for the first 6 months.
- 6. Breastfeed baby, when possible\*.

\*Breastfeeding has been shown to reduce the risk of sudden infant death.

By adhering to these recommendations, you can provide a secure sleep environment for the little ones in your care.

For more information on Red Nose's safe sleeping recommendations and creating a secure sleep environment, visit www.rednose.org.au or call the Red Nose Safe Sleep Advice Line on 1300 998 698 (Monday to Friday, 9am to 5pm) or for information on unsafe products, family day care providers and childcare centre staff can visit babyproductsafety.gov.au.

Red Nose is recognised by the Australian Children's Education & Care Quality Authority as a recognised national authority on safe sleeping practices for infants and children. Red Nose provides a range of safe sleeping education and training programs for Child Care Educators, including e-learning courses, interactive workshops, a safe sleep resource kit, and a training and assessment package to ensure Services' sleep and rest policies meet national guidelines. For peace of mind, we encourage all new parents to ask centres about their safe sleep policies and the training the educators have completed. For more information head to the Red Nose website here.



Enter the Sudoku and win a set of translucent geometric shapes. This set of 51 translucent geometric shapes can be used to develop shape and colour recognition for children aged 3+ years. Valued at \$119.95, the Geometric Shapes set can be used to identify colours and shapes, learn 2D geometric shapes, develop critical thinking skills through logic and reasoning, as well as sort and classify by attributes. Enter your answer online at www.fdca. com.au/competitions by clicking on the Sudoku competition link. Competition closes 1 December, 2023.

		8			3			2
				7			4	
2			9		4	5	7	
		5			1		2	8
6	8			2			3	9
9	2		4			1		
	1	4	3		5			7
	6			4				
5			7			6		

# congratulations

to the winners from issue 102

Find the Red Star House: Devimala Marimuthu, SA

Sudoku: Katie Scott, QLD

Chain Letters: Riza Wilbow, NSW



Enter the Red Star House competition and you can win a set of Green Wooden Blocks.



This beautiful set is made up of 23 different coloured green blocks.

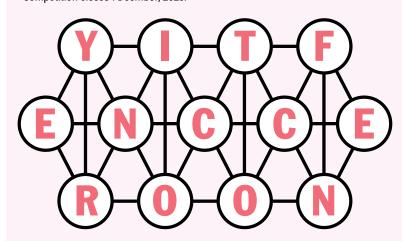
These sorts of blocks and loose parts allow children to engage in unstructured free play that enables them to combine, align, carry, transport, stack and classify in multiple ways. Valued at \$229.95 this set is recommended for children 3 years of age and older. Enter your answer online at www.fdca.com.au/competitions by clicking on the Red Star House competition link. Competition closes 1 December, 2023.



# **Chain Letters**

Enter the Chain Letters competition for your chance to win a \$50 Booktopia gift voucher.

Can you find the 13-letter word hiding in the chain? You must use all 13 letters once only and can move from circle to circle only where they are connected by lines. Enter your answer online at www.fdca.com. au/competitions by clicking on the Chain Letters competition link. Competition closes 1 Decmber, 2023.







### Early Childhood Education and Care and a Diploma in Training &

"Feel proud being an

educator and enjoy the

moment with children."

### How long has your Service been in operation and where are you located?

Vision Family Day Care Service has been in operation for over 10 successful years (2013). Our Service is located in Western Sydney, Darug Land, which we respect and acknowledge to initiate today's conversation.

### What is your role at the Service and your background in the early childhood sector?

I am the Nominated Supervisor of Vision with over 16 years working experience in early childhood. I migrated to Australia in 2007 with a Degree in Social Welfare and years of working experience in iournalism and the social sector in India. I have worked with women and young children's mental health, education and wellbeing during my tenure in India. I started my career in Australia with the Marrickville Council as an ethnic support staff. I assisted in settling children from culturally and linguistically diverse backgrounds into the centre-based Service. This was my first step to exploring Australia's early education and care system and led me to continue to learn and serve for early childhood education and care. I hold a Bachelor of

Assessment.

### If you could provide one answer to the question - why choose family day care? - What would it be?

To make a positive difference for yourself. You will see the diverse cultures around you, earn respect, and explore the opportunity to nurture nature. Moreover, you will see the innocent smile and hope on children's faces.

### Could you tell us a bit about what your Service has been up to recently?

Our Service holistically promotes the family day care setting for Australian families and communities. Early in 2023, we were part of the assessment and rating process. We have updated the Service's current Strategic Inclusion Plan and received the inclusion sticker for 2023, the fourth year in a row! We have our compulsory face-to-face professional development training for educators in the 6-week cycle and monthly online meetings to stay updated with changes and challenges in the early childhood sector. Currently, we are focusing on the National Quality Framework volume-2 new principles and changes. We have been running 'Kindness

Grows' project-based learning for children, and the 'Aboriginal and Torres Strait Perspective' added to the educator's practice and in children's daily curriculum. We start the day with Country acknowledgment and working on our Reconciliation Action Plan.

### What would you say your Service is known for?

We are a team of passionate, honest and enthusiastic early childhood educators committed to making every day memorable for everyone. Service respect for diversity and Australian culture. Most importantly, Vision is known to have strong leadership, mentoring and supporting educators to stay updated with the early childhood sector updates and act in the child's best interest.

### How does your team like to have fun outside of work?

We find ways to be joyful and know how to create an environment where we have fun. On an individual basis. like others, our educators have weekend outings, work on personal hobbies, write stories and poems, take dancing classes, sing, cook and walk on the street. Similarly, we have plenty to do to boost each other's energy levels and continue to learn



and share with fun. Our WhatsApp group keeps us connected to cheer each other with blissful messages, and our fortnightly online space on children's sleep time is dedicated to having healthy conversations. Our face-to-face meetings allow us to celebrate our togetherness and have fun during or at the end of the session. Since 2013, we have been organising year-end 'show your talent night'. It is an opportunity to celebrate our togetherness, discuss our achievements and have fun.

### What is the best piece of advice you would give to a new educator?

Be respectful towards yourself and treat yourself as an educator. Remember you are self-motivated, skilled and capable of managing your profession. Thus, familiarising yourself with the education and care service's national laws, regulations, service policies, and procedures would be best. Be courageous, observant, and honest about your role and professional obligations. To maintain a high quality of Service, I advise educators to talk to their nominated supervisor or service provider about any issues or worries to get the right direction. Feel proud being an educator and enjoy the moment with children. You are shaping the future.

### What is the best piece of advice you would give to a new coordinator or educational leader?

Be reflective and assess your knowledge before advising the educator. In many instances, educators are the ones who work with children in their setting and have teaching strategies, techniques and pedagogy. Indulge yourself in your professional development, read service policies and act wisely. During the home visit, be polite and model positive behaviour. Use positive body language when communicating. It is a good idea to keep your mobile silent and not interfere with the educator's decision unless you see the high risk involved in the educator's practice. Be mindful of the educator's selfrespect and greet families and children if they are around you. Keep short notes of what you see and hear and collect the evidence against issues you find. Allow yourself to know the educator and her ways of catering to the children. Understand the educator's cultural perspective, health and family circumstances, observe the environment and find the things you like the most to praise the educator while pointing out the area that needs the educator's attention to improve.

### What is the best piece of advice you have ever been given?

"Don't stop your mind from thinking big and let your thoughts go; grab a pen and put your thoughts in words to work on." - This was the first advice from my father that changed my life. I don't see any substitute for hard work. "Never lose your hope for success and never doubt your judgement." - This advice I received from our Service Director. Following these, I have seen the collective success for Team Vision.

### Is there any other information you'd like to share about your team, your families, your career, or your Service?

Our Service is a community explorer with a versatile team from diverse cultural backgrounds. Vision has a professional bond with families and the community and a positive attitude toward working with children. We encourage honest critical reflection from our team and their participation in continuous improvement. We have developed a culture of togetherness, strong work ethic and trust among us. I hope Team Vision continues celebrating the joy of togetherness and setting a positive example in delivering the best early education and care for children and young people for countless years.



1. How long have you worked in family day care for and where are you located?

I started in Term 1 this year (2023), though I'd been thinking about it for years. I am located in the beautiful south Sydney suburb of Heathcote, right across the road from National Park.

### 2. Can you tell us a little bit about your background in the early childhood

I started late as an early childhood educator. I had worked in the performing and visual arts until 2016. The biggest single influence in the career change was having my beautiful daughter late in life - I was 43 when she was born. My son was already 14, I'd had him in my late 20s. It was so amazing and so different. As a family, moving from the busy inner west to the peaceful bushland setting of our home was also life changing. My daughter had a beautiful early childhood and I wanted to recreate that peaceful way

of being and learning, giving more children that opportunity to thrive in the same setting.

Studying again in my 40s was wonderful for lots of reasons and since I have worked in long daycare services, community preschools and an authentic Montessori service, all of which were valuable. I loved being an Education Leader and using my passion for sustainability and childled learning to improve a service's philosophy, as well as an amazing local Exceeding service that had a unique approach and I took it all in - what really works, what doesn't and why my own approach was valid and needed - it all helped guide my personal vision for Magic Fronds TreeSchool.

### 3. If you could provide only one answer to the question – why choose family day care - what would it be?

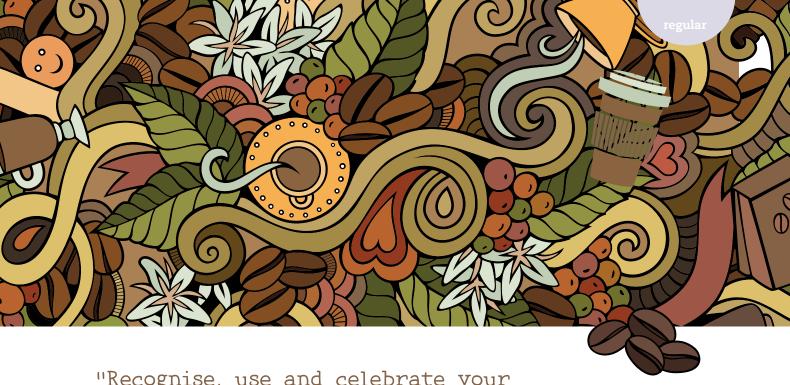
Family day care gives children the chance to be their authentic self in a small, focused, child-led learning environment.

Oh, so much! Bush walks with various four-legged friends (including our mini pony, Jewel), outings to the local creek, learning about Indigenous culture, neighbourhood wanderings at the children's request and doing arts and crafts in the

On a recent bush walk, we found a monarch caterpillar. We put it in a large insect enclosure with leaves and within a few days, it hung upside down and a day or two later, there was a green cocoon in its place! We can't wait for the butterfly to emerge - and though my resources on this topic are abundant, nothing beats seeing and experiencing something like this!

### 5. What would you say your family day care is best known for?

Embedding nature, sustainability and Indigenous perspectives, as well as bush play/bush kindy. We have a miniature pony, Jewel, who the children love interacting with, as well as two charming small dogs, four adorable ragdoll cats, six free range egg-laying hens and two harmless Australian pythons. They're all calm, sweet natured, friendly and provide endless opportunities for wonder



"Recognise, use and celebrate your unique abilities and passions."

and learning - from empathy, responsibility and connectedness to life cycles and improved wellbeing, relationships and communication. We also have a worm farm, compost, recycle/reuse focus and I teach respect for our Indigenous First People, with hands on learning every day, like 'walking on country' and appreciating the connectedness of all living things to the earth.

### 6. What do you like to do when you're not working?

My daughter and I have a gorgeous quarter horse named Champ agisted nearby. Caring for him, riding and training, rainforest trail rides, social events like Pony Club as well as mucking out and feeding at the farm are all part of the horsemanship we both love and take up a lot of our spare time.

I also love to read - a lot! And I love spending time with all our other animals, catching up with family and friends and being in nature myself. Bush walks, sea/waterhole swimming and trips to different regions in our beautiful country all inspire me.

### 7. What is the best piece of advice you would give to a new educator?

Recognise, use and celebrate your unique abilities and passions. The industry is changing for the better

all the time, but it's so great to stand out and achieve your personal goals rather than plod along just ticking boxes. I believe that if you choose this amazing field for the right reasons - ultimately, the reward of giving meaningful, enriching learning and personal growth to the lives of young children - then the best thing you can do is use all your own talents, interests and knowledge to drive and grow your service's program and philosophy.

# 8. What is the biggest change you have seen during your time working in the sector?

I think Covid taught everyone to slow down. To really be in the moment, as that was all we had when faced with uncertainty. There we all were, rushing around, stressing, trying to fit so much in, then suddenly we ground to a halt! I'm a huge fan of slow pedagogy anyway, so those two or so years just pushed me more quickly into creating my own service. I loved watching the positive flow-on effect on other educators everywhere.

The focus now is so much more on wellbeing - of children, families, educators, all of us. The pandemic made "Belonging, being, becoming" - the lovely early years learning framework mantra I love - really meaningful to us all.

### 9. What is the best advice you have received yourself?

"Be true to yourself" - I've been so lucky to meet a few very special, inspirational and passionate educators on my journey, some who have become friends. They shared their own stories, the good and the bad, how they overcame challenges and gave me support when I needed it most. I gained a lot of self-esteem, confidence and belief in myself in the process.

### 10. What has been the highlight of your career so far?

It might sound corny but it's true: just hearing the children arrive excitedly at my service with big smiles, wanting to be here! It's the best feeling to know they are thriving and I'm a part of that!

Also, I just found out I've been nominated for Educator of the Year in the 2023 Excellence in Family Day Care Awards - this is a wonderful surprise so early in my family day care journey! I am just doing what I love and am so grateful when it is appreciated as it just makes it more joyful! I'm full of gratitude lately - I never want to take what I have for granted.



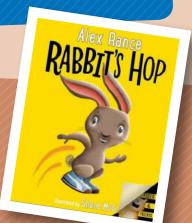


### Sister Wish:

Sister Wish has lots of emotional connection, especially if you grew up with sisters. Comparisons between sisters and friends is a hard lesson to learn, but Giselle Potter does this really well, telling us of mutual friend/sister appreciation and that at the end of the day, be yourself because everyone else is taken.

### Rabbit's Hop:

Coming off the back of watching the Matilda's games recently, Rabbit's Hop has absolutely mesmerised all of us. Jack is the best at lots of things and almost the best at Zigzagging, Jack rises to challenges with the help of his friends 'his Team' which is a wonderful reminder to us all to keep trying. We all have something to offer someone else and something new to learn.

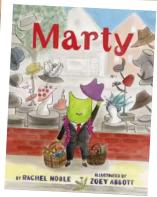


### Dear Badger:

I really enjoyed the Dear Badger story, but the children not so much.

However, we have learnt to really focus on being empathic and helping each other and remembering to say, 'thank you' and 'you're welcome'. I loved the illustrations and how little things from our everyday, such as carpet, have been used to create the gorgeous illustrations.

Our book reviewer, Rachel Smith runs Rachel's Home Child Care, registered with Foundations Family Day Care. Surrounded by dairy farms in the Limestone area of SA. Rachel and the children love to be outside, spending time with animals and getting involved in the local community!



### Marty:

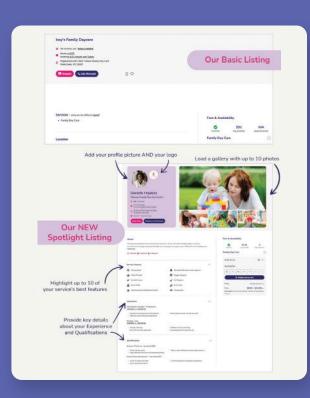
We Loved Marty! Marty the Martian is an amazing little character with such a knack for blending in, while standing out. Marty has so many relatable disguises that the children were able to spot throughout the book which is an amazing reminder that we all have our place, and it sometimes just takes a little while to find it. Marty has become a favourite in our service.

# 6 steps to search listing success with



# Care for kids





### 1 Put your best foot forward

We all know that standing out can be challenging when there's a lot of noise but we've put together a few tips on how to cut through the clutter and put your best foot forward.

### 2 Photo-bomb!

Show off your best bits with photos of your Family Day Care facility. Nothing showcases a service more than seeing it in action. It might take a little planning to get the right day, weather and conditions, but snapping some pics and popping them up so parents can make an emotional connection to your place is one of the easiest ways to stand out. Just be sure to get written permission from the parents if you're popping their children's photos online.

### 3 What's your story?

We've all got a starting point and we should be proud of how far we've come. So when you look back on your journey, don't keep it a secret - parents love to find out how it all began. Introduce yourself, tell everyone and be proud.

### 4 Celebrate your differences

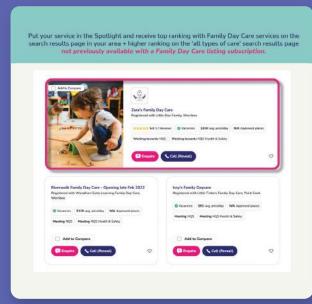
Much like every child is unique, every service too has its differences and most of the time, they're left off the list. Do you provide flexible hours or weekends? What about vacation care? Is a more healthy home cooking approach taken at your facility? Maybe your small group setting is across multiple age levels and parents love the benefit of a more sibling age-based approach. Whatever the differences are, you really need to make sure they're celebrated.

### 5 Don't be humble - you're better than that!

You're a fully qualified professional after all and your qualifications deserve the spotlight! You've worked hard and parents need to know just how good you are.

### 6 Keep it up-to-date and relevant

When you sign up to the new Family Day Care Spotlight and showcase your facility, it's important to keep it up to date with any new features, equipment and of course changes to your availability, hours of operation and any other relevant information.





# MELB2025 NATIONAL CONFERENCE

PULLMAN HOTEL • MELBOURNE - ALBERT PARK • 23-25 OCTOBER 2025

INTERNATIONAL KEYNOTE SPEAKER

**Nathan Wallis** 



We are very excited to reveal that internationally acclaimed New Zealand neuroscience educator Nathan Wallis has been confirmed as our first keynote speaker for the conference.

As a bonus for conference delegates, on top of his keynote, Nathan will also be holding a workshop that will be available to all delegates in a plenary format!

Inspirational and charismatic, Nathan's ability to translate neuroscience into everyday life engages all audiences.



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www.familydaycare.com.au/2025conference