

JIGSAW

THE MAGAZINE OF FAMILY DAY CARE AUSTRALIA



Representing, supporting & promoting you in 2024-2025
Member Initiatives

FDCA 2025

National Conference

2 New speakers announced

Sparking Conversations
About Culture

Excellence in Family Day Care Awards 2024

- * Celebrating 40 Years in Family Day Care
- * Be You: Professional Boundaries and Difficult Conversations
- * A Professional Journey
- * ACECQA Update
- * Grab a Cuppa
- * Scholastic Storytime
- * Business Insights
- * Addressing the Risks of Inclined Sleep
- * PLUS Win prizes for your family day care!

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Early Childhood Australia
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Excursion Planning Term 2

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Week 1					
Week 2					
Week 3					
Week 4					
Week 5					
Week 6					
Week 7					
Week 8					
Week 9					
Week 10					
Week 11					
Week 12					
Week 13					
Week 14					

Early Years Learning Tip 17

Partnerships with families

Partnerships require confident educators who are open to families' ways of being, priorities and requests. Educators who are clear about areas where compromise or negotiation is possible and where they are not because of regulations, conflicts with service philosophy or policies, are better able to work in authentic partnerships. When there are partnerships, educators...

What do the ratings mean?

1	2	3	4	5	6	7
Educational program and practice	Children's health and safety	Physical environment	Staffing arrangements	Relationships with children	Collaborative partnerships with families and communities	Governance and leadership
Significant Improvement Required	Working Towards National Quality Standard	Meeting National Quality Standard	Exceeding National Quality Standard	Excellent		
Service does not meet one of the seven quality areas in a section of the inspection and there is a significant risk to the safety, health and wellbeing of children.	Service provides a fully education and care program, but there are one or more areas identified for improvement.	Service meets the National Quality Standard. Service provides quality education and care in all seven quality areas.	Service exceeds the National Quality Standard. Service provides quality education and care in all seven quality areas.	Service provides exceptional educational and care, demonstrates exceptional leadership and is consistently improving. This rating can only be awarded by ACEQA. Services rated Exceeding National Quality Standard in all seven quality areas may choose to apply for this rating.		



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A word from the CEO

Welcome to Edition 106 of JiGSAW Magazine!

As the end of the year fast approaches, I am delighted to share with you interesting and inspirational news from our sector and updates from FDCA in this, the last edition of JiGSAW for 2024.

This year, we have had one of our most successful Excellence in Family Day Care Awards campaigns, with more than 5,000 nominations received. It's a testament to the role of family day care in communities across Australia and a celebration of the professionalism and care of educators, coordinators and service staff. The Awards not only celebrate the people within family day care, but they also play a key role in engaging media to promote positive stories about family day care.

A huge congratulations to all our members who were nominated, what an outstanding achievement! You can find this year's nominees from page 20.

In this edition I'm pleased to share with you our Member Initiatives for the coming year. These wide-ranging initiatives are guided by FDCA's Strategic Plan and are developed to ensure that we are delivering our mission of representing, supporting and promoting the family day care sector.

The Family Day Care Capability Trial ('the Trial') is one such initiative that aims to promote growth in the sector through investment and start-up initiatives for new educators, while also looking to reduce administrative burden through technology and business practice guidance. We're excited to explore the opportunities the Trial will bring for the sector.

Inside we also provide a summary of the encouraging recommendations made in the recent "A path to universal early childhood education and care" inquiry report recently released by the Productivity Commission. These recommendations reflect several long-held advocacy positions held by FDCA and come on the back of our consistent advocacy and engagement over a number of years. While there may be a long road ahead to implementing recommendations, we look forward to working with the Australian Government to support Australian children and families into the future.

We have two fantastic inclusions from creative educators in this edition. In her article *Supporting Children's Emotional Regulation*, Kelly Zelvis explains how she is incorporating an innovative method to enhance emotional self-regulation in her practice. We also hear from StarKidz Nilanthi's family Day Care and Dandenong Community Family Day Care on how they are celebrating the culture of the children in their care and their families whilst making connections within the community.

As we gear up for 2025, we're excited to share more details on the FDCA 2025 National Conference, to be held in Melbourne. International neuroscience educator Nathan Wallis, Dual Olympian Dr Jana Pittman and Australia's National Children's Commissioner Anne Hollonds promise to deliver educational and inspiring keynote sessions, and that's just a taste of the program. We're also encouraging members to share their knowledge at the conference – you can find more details of how to do this through our Call for Abstracts on page eight.

Finally, our regular contributors are back with valuable insights including a thought-provoking piece from Be You, the national mental health in education initiative delivered by Beyond Blue, on professional boundaries and difficult conversations. Ben Meuller asks whether purchases for a tax deduction are worth it for your business in Dollars and Sense and the focus is on burn prevention and first aid in our Business Insights inclusion.

I hope you enjoy this edition of JiGSAW.

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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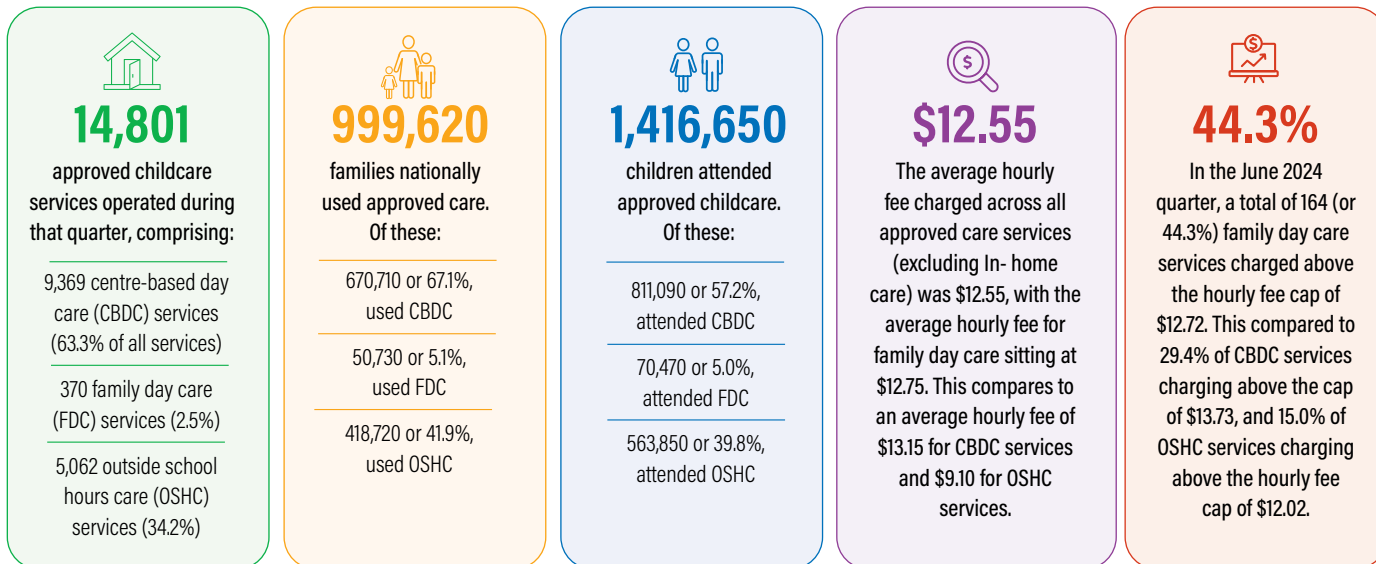
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THANK YOU

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

Early Childhood Education and Care Summary update – June quarter 2024

The Child Care Quarterly Report for the June 2024 quarter was recently released by the Australian Government Department of Education. The report shows that:



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

*As families and children may use more than one service or services in more than one state or territory, and due to rounding, the sum of the component parts may not equal the total.



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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**.

*Based on upfront payment for an educator Legal Services package. **Based on a limit of 4 hours billable time per enquiry. Family Day Care Australia ABN 93 094 436 021 AFSL 329 616 receives a fee for referring this service. Because we don't know your legal needs, we can't advise if this service will suit you. The legal advice scheme is delivered by Wotton + Kearney Pty Ltd ABN 94 632 932 131.



Julie Deegan – celebrating 40 years in family day care



Julie Deegan

Even in retirement Julie Deegan is still involved in Alice Springs Family Day Care, supporting her fellow educators, always

available with helpful advice and a friendly chat.

Julie started her journey in family day care when her own children were little and became well known in the community of Alice Springs as a well-respected educator. Offering all types of care to the community, from full time to casual and respite as well as extended placement to the children of the Northern Territory, generations of children have attended Julie's practice.

Julie has managed her business and career successfully through forty years of changes in family day care. Being an active learner, she attended professional development wherever possible, travelling internationally and across Australia to participate in conferences and conventions and share her knowledge and experience with others.

When planning for children's learning Julie always considered the children's interests, provided engaging experiences and an inviting environment. Being active in the community, the children enjoyed visits to the library and local parks and celebrated traditions like donating to charities for Christmas. At Julie's twentieth anniversary, some of the children that Julie had cared for, who were now adults, spoke at the celebration.

Julie was always actively involved with her Service, Alice Springs

Family Day Care. She has served on the board, was regularly involved in the play sessions and actively assisted new educators. Even after retirement Julie continues to come along to meet with the educators, families and friends of the service and share valuable information on social media, sharing her knowledge.

At her retirement, Julie was presented with a quilt featuring decorated squares from families that she cared for over the years, a beautiful example of the impact she has had on the local community.



The Professional Journey of Catherine Jackson

By Rosie Pupo, Family Day Care Coordinator, Inner West Council

Joining Leichhardt Family Day Care in 2013 as a family day care educator, Catherine Jackson embarked on her professional learning journey. Over her 3.5 years with the service, she diligently completed her Certificate III and earned her Diploma of Early Childhood Education & Care with distinction from Petersham TAFE. Her efforts were recognised in 2016 when she was honoured by Petersham TAFE with the Achievement Award for Outstanding Performance. The same year, she was honoured with an FDCA Regional Educator of the Year award, a testament to her innovative documentation, pedagogical practices, and strong community connections.

Throughout her time as an educator, the team at Leichhardt Family Day Care noticed Catherine's dedication. Her then-Educator Support Officer, Rosie Pupo, saw her potential as a professional educator and provided invaluable encouragement and



L-R: Sharon Dodd (Gilhooly Wavery FDC), Jenny Marquis (Canterbury FDC), Catherine Jackson (Sydney Wide FDC), Julie Panham (CCA FDC), Rosie Pupo (Inner West FDC), Fanny Wong (CASS FDC), Kara Adams (Bay Side FDC).

support as Catherine managed the challenges of balancing work, study, and family life.

Building on her knowledge and experience in running her family day care practice, Catherine transitioned into the role of Educator Support Officer with Family Day Care Sydney Wide in 2017, viewing this as an opportunity to give back to the sector that had nurtured her.

Last year, she embarked on a Bachelor of Early Childhood Education (Birth to Five Years) at the Australian Catholic University. She chose to pursue the Accelerated Course, which she is expected to complete in December. In March, the university awarded her a Faculty Commendation, acknowledging her hard work and commitment.

Recently, Catherine successfully interviewed for the position of Family Day Care Manager at Family Day Care Sydney Wide. She believes that her success in securing this role was partly due to the sector mentorship she has received and her continuous dedication to learning and growth.

Catherine's journey is a testament to the value of lifelong learning and professional development. Her story highlights the importance of support and encouragement within the education community and serves as an inspiration for others to follow their passions and strive for personal and professional growth.



SUPPORTING CHILDREN'S EMOTIONAL REGULATION

By Kelly Zelvis

Earlier this year, I had the opportunity to attend an informative workshop on Emotional Freedom Techniques (EFT) with Natalie from Divine EFT. As educators, nurturing emotional well-being in children is paramount, and I'm excited to share how EFT can be a transformative tool in our daily practice.

Led by Natalie, a Certified EFT Practitioner with a background in early childhood education, the workshop introduced us to the basics of EFT, emphasising its potential in supporting us as Educators and children's emotional regulation. One innovative method discussed was the use of 'tapping teddies.' These teddies serve as tangible aids for children to practice EFT by tapping on specific acupressure points on the hand, upper body and face. Not only can children tap on themselves, but they can also



My name is Kelly Zelvis, I have worked in early childhood education for 26 years, I spent 23 years working in a centre-based care service, whilst I loved it, nothing compares to having my own family day care.

I love the smaller setting, the quality relationships and providing an intimate learning program that is play-based, recognizing that children learn best through hands-on exploration and meaningful experiences. It really is a privilege to be a family day care educator and create a beautiful environment that is all about children.



tap on the teddy, leveraging their mirror neurons to enhance emotional self-regulation.

Since introducing the tapping teddy into my family day care program, I've witnessed firsthand the positive impact it has had on the children. They have eagerly embraced this new tool, using it to manage their emotions effectively and develop a deeper understanding of their feelings. Some parents have witnessed the significant benefits of their children using the tapping teddy and created their own version for their children at home.

Incorporating EFT into our toolkit not only enhances our educational practices but also empowers children with lifelong skills in emotional self-care. I encourage all fellow educators to find out more about how EFT can enhance our approach to nurturing the emotional well-being of the children we serve.

To find out more about EFT, visit www.divineft.com.au or reach out to Natalie from Divine EFT natalie@divineft.com.au



FDCA 2025 MELB2025 NATIONAL CONFERENCE

23-25 October 2025 Albert Park, Melbourne

FDCA welcomes
Dr Jana Pittman and
Anne Hollonds to the 2025
FDCA National Conference

We are pleased to announce that Dual Olympian, four-time Commonwealth Champion and two-time World Champion, Dr Jana Pittman and Australia's National Children's Commissioner, Anne Hollonds have joined the FDCA 2025 National Conference keynote lineup!

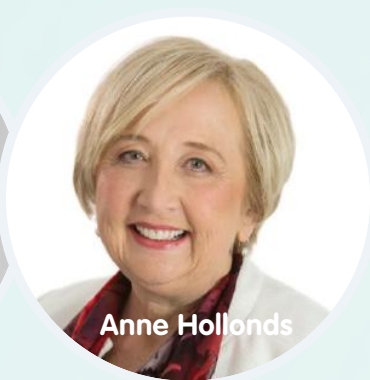
Best known for her feats on the athletics track after representing Australia at the summer Olympics in 2000 and 2004, Jana is a four-time Commonwealth Champion and two-time World Champion. When continued injuries hampered her athletic career and could have signalled retirement, she swapped the track for the ice,

representing Australia in the women's bobsled team in 2014. She is the first woman to represent Australia in both the Summer and Winter Olympic Games.

Jana's achievements have continued away from the track, completing a Bachelor of Medicine & Surgery, Masters of Reproduction Medicine and pursuing a PhD in Obstetrics, with the hope of progressing her medical career towards becoming an Obstetrician and Gynaecologist. She also serves as an ambassador



Dr Jana Pittman



Anne Hollonds

for the Australian Cervical Cancer Foundation and helps establish uterus transplant teams.

Jana's autobiography 'Just Another Hurdle' was published in 2017, and she has appeared in the television show SAS Australia.

Most amazingly, Jana is doing all of this while raising six children!

Jana's remarkable story is one of perseverance, don't miss your opportunity to hear Jana share her amazing journey.

Associations

Family Day Care Educators' Associations

State family day care educators' associations represent educators and provide a range of member-based 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 member-based 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

Tasmania

- 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

Anne Hollonds is Australia's National Children's Commissioner. The National Children's Commissioner monitors policy and legislation to ensure that the human rights of children are protected and promoted, and provides advice to government.

Formerly Director of the Australian Institute of Family Studies, for 23 years Anne was Chief Executive of government and non-government organisations focused on research, policy and practice in child and family wellbeing.

As a psychologist Anne has worked extensively in frontline practice, including child protection, domestic, family and sexual violence, mental health, child and family counselling, parenting education, family law counselling, and community development.

Anne currently contributes to several expert advisory groups, including the Family Law Council, Australian Child Maltreatment Study, NSW Domestic and Family Violence and Sexual Assault Council, National Plan Advisory Group (NPAG), and the Australian Centre for Child Protection Advisory Board.

Jana and Anne join international keynote speaker, Nathan Wallis, in what promises to be an informative and inspirational conference.

Call for Abstracts now open

Renowned as the premier event for family day care professionals, the FDCA 2025 National Conference provides FDCA members with the unique opportunity to stand shoulder to shoulder with some of Australia's leading minds in early childhood education and care, and share their knowledge, experience and insights.

Regardless of whether this is your first time attending the FDCA National Conference or you're a conference regular, we invite you to submit an abstract to present. Join FDCA in representing, supporting and promoting family day care by adding your voice to the program.

To take this unique opportunity to share your passion, knowledge and expertise with fellow family day care professionals, visit the [conference website](#).

Don't miss this opportunity to present as part of our stellar conference line-up!



Payment plans available

To ensure that all members have the best possible chance to attend the conference, we're offering payment plans exclusively available to FDCA members.

Our ten-month payment plan is currently available to members until the end of October, so be quick to get access before it's too late!

To access a payment plan, simply visit the conference website at www.familydaycare.com.au/2025conference.

SECURE YOUR TICKET AT

www.familydaycare.com.au/2025conference

Family Day Care recognised in Productivity Commission Inquiry Final Report

In mid-September, the Australian Government released the Productivity Commission's Inquiry into Early Childhood Education and Care's "[A path to universal early childhood education and care: final report](#)".

The final report presents the Commission's analysis and assessment of progress towards these policy goals under the current policy, regulatory, funding and governance settings, and presents recommendations to improve upon these settings as a pathway forward to achieve a universal ECEC system.

Significantly, the Commission has recognised and responded to FDCA's longstanding advocacy position around the inequitable Child Care Subsidy hourly fee cap for family day care and the need for a nonstandard hours loading, alongside a number of other key positions, outlined below.

How did FDCA engage with the Inquiry?

FDCA engaged consistently with the Inquiry, [providing submissions](#), appearing at the Commission's Public Hearing and engaging with the Hon Dr Anne Aly, Minister for Early Childhood Education, and the Department of Education

on issues specifically related to the Inquiry, its draft findings and recommendations.

FDCA's submissions reiterated several long-held advocacy positions, while also introducing a number of new concepts, effectively pulling together a broad strategic vision which, through innovation, and program, regulatory and funding reform, the capabilities of family day care could be leveraged to better support many key policy and political objectives of government, and ultimately, better support children and families across Australia.

FDCA emphasised the fact that *"for many families, family day care is their only choice, for many more it is their option of choice. A truly universally accessible ECEC system that meets the needs of children and families is unattainable without a robust and growing family day care sector."*

What are the key recommendations for family day care?

A considerable number of recommendations have the potential to impact positively on family day care, depending on how the Government responds, and it should be noted that a number of distinct positions put forward by FDCA in our submissions have been reflected in the final report. In summary (please see full report for complete detail), these include, but are not limited to:

- Recommendation 6.3 - Change the approach taken to indexing the hourly rate cap and review levels of the hourly rate cap for some types of service

- Recommendation 3.4 - Develop bespoke traineeship pathways for family day care settings
- Recommendation 5.2 - Support universal access in persistently thin markets via an ECEC Development Fund
- Recommendation 5.3 - Allow two family day care services to be run in a single venue in regional and remote Australia
- Recommendation 7.3 - Review barriers to providing ECEC during non-standard hours

What's next?

FDCA will continue to advocate for appropriate consideration and implementation of recommendations that will better support family day care into the future. Thank you to all members who engaged in the various consultation processes across this period to inform the development of our submissions.

It should be noted that due to the scale and proposed phased implementation timeframes, there is clearly a long road ahead, particularly considering there is a Federal Election in 2025. However, it is clear that the important role of family day care has been carefully considered and recognised as a result of our ongoing shared advocacy efforts. We have a clear set of recommendations that are looking to our sector's strengths, and the possibilities for better, more targeted support structures to promote our sector's viability and growth into the future.



MEMBER INITIATIVES

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.

We are pleased, in this article, to share with you our 2024-2025 Member Initiatives. These initiatives and projects ensure that FDCA is working towards the goals of our Strategic Plan and will assist our members and the sector in delivering strong learning and developmental outcomes for children.



Represent

Blueprint for Sector Sustainability

FDCA's Blueprint for Sector Sustainability ('the Blueprint') will see the development of a defined strategic document designed to bring together a range of work streams, projects, member initiatives and discrete strategies aimed at addressing the decline of family day care educators in the sector.

While much of FDCA's work is currently looking to address this, the development of an overarching *blueprint* is required as the factors contributing to this are wide ranging and varied, and span multiple departments across local, state and territory and Commonwealth governments, thus a "whole of government" and "whole of sector" approach must be undertaken.

The Blueprint will be the result of a "deep dive" on the optimal strategies needed, determine an appropriate prioritisation for the projects/streams and develop an overarching strategic plan for execution.

Core projects/stream components may include (but are by no means limited to):

- The Family Day Care Capability Trial
- A broadened CALD community engagement strategy
- Exploration of a regional growth strategy innovative solutions to supporting growth in thin/under-served markets
- Monitoring Child Care Subsidy approvals processes and approval numbers
- Representation in the National

ECEC Workforce Strategy's Focus Area 2 outputs

- Post Productivity Commission Inquiry growth initiatives

Family Day Care Capability Trial

Announced in June of this year by the Australian Government, FDCA was appointed as the successful tenderer for the two-year Family Day Care Capability Trial ('the Trial').

The Trial will see FDCA partner with a small number of approved services and will comprise several distinct streams of work including testing incentives to promote growth in the family day care sector in pre-determined regional areas of limited supply through investment in recruitment and start-up initiatives.

The project streams include:

Educator Recruitment

As part of the Trial, FDCA will develop a recruitment strategy to attract and recruit new educators to the sector in pre-identified SA2 regional areas in need with limited supply.

This will include a multi-channel recruitment marketing campaign and the administration of a two-tiered recruitment incentive funding support.

FDCA will work with participating services and utilise its existing national recruitment strategy structures in executing the recruitment process.

Innovative Model Investigation

During the Trial, FDCA will meet with representatives from family day care approved services, ECEC sector peak bodies, local and/or state governments, relevant corporate, not-for-profit and philanthropic organisations and ACECQA to explore alternative models and care types that would benefit regional communities.

Stakeholder engagement and research will identify and drive the exploration of potential place-based but replicable/scalable family day care innovations, which may include:

- Exploring industry funded and/or community partnerships to increase family day care supply in remote areas
- Explore the expansion of in-venue capacity
- Exploring the potential for enhanced approved venues and premises capacity
- Scoping a Traineeship framework for family day care

Digital Attendance Validation

The development of a “Digital Attendance Verification Tool” will be a key deliverable of the Trial.

FDCA will work in partnership with an external partner to adapt an existing digital identification verification solution to create a tailored platform that will verify children’s real time attendance at a family day care session of care i.e. the actual person responsible for their attendance is physically and verifiably at the location where care is to be provided to drop off/pick up children in care.

This element of the Trial will be key to increasing government confidence in Child Care Subsidy payment integrity.

Business Systems and Administration Analysis

The Trial will also see FDCA engage an expert third-party subcontractor to conduct a targeted business systems and administration analysis.

This will include exploring digital solutions to identify and close any Family Assistance Law compliance-oriented loopholes, develop good/best practice business process guidance, explore family day care specific enhancements to third-party Child Care Subsidy System (CCSS) functionality and scope potential current or future (non CCSS) technology solutions.

This component of the Trial will not only look to improve payment integrity but identify opportunities to reduce administrative burden particularly through technology and business practice guidance.

Through the various streams of the project, we will seek to enhance the evidence base for, and build the confidence in, future government investment to harness the

significant potential of family day care in a changing early childhood education and care landscape.

As a “Trial”, by necessity this 2-year program will be undertaken with a small number of approved services.

Educator Minimum Qualification Strategy

In July 2024, the “actively working towards Certificate III” provision as a minimum qualification for family day care educators was abolished, meaning educators must hold a minimum Certificate III in Early Childhood Education and Care before commencing family day care.

FDCA is aware of the difficulties that this now places on new educators starting their own family day care practice and for approved service in terms of educator recruitment. This initiative will see FDCA investigate innovative approaches to minimise the effect of the removal of this provision.

Family Day Care Contractor Model

The strengthening of the family day care contractor model is vital in ensuring the sector’s ongoing sustainability. FDCA is committed to providing ongoing improvement in operational practice through research and resources.

Currently, FDCA provides a template educator and service agreement and a suite of contractor model fact sheets, available through the FDCA Member Zone.

FDCA aims to support the sector in the effective and efficient management of, and compliance with, the administrative, business and regulatory requirements of family day care. Throughout 2024, FDCA will review the resources in the context of the recently introduced Fair Work Legislation Amendment (Closing Loopholes

No. 2) Act 2024, specifically the new provisions surrounding Meaning of 'employee' and 'employer' in the Fair Work Act 2009.

The changes came into effect from August 2024.

2025 Family Day Care Election Commitments

In the lead up to the 2025 Federal Election, one of our most important Member Initiatives will be the

development of a 2025 Election Commitments document.

Our 2025 Election Commitments document will be developed in consultation with all FDCA members, providing all members will an opportunity to have their say and contribute to FDCA's requests on behalf of the family day care sector.

Following member consultation, FDCA will provide a document to all

major Australian political parties outlining the key policy positions of FDCA and associated requests of the family day care sector for the major parties and the incoming Australian Government.

Responses that are received from the major parties will be shared with members to inform them of which policy positions the parties are willing to adopt in the lead up to the Federal Election.



Support

FDCA 2025 National Conference

The FDCA National Conference is Australia's premier family day care event and brings together stakeholders from the family day care and early childhood education and care sector, to connect and discuss key issues impacting the sector.

A key event for professional development and networking, the 2025 conference offers all members,

educators, coordinators, educational leaders and service managers, an opportunity to connect with both their peers and experts in early childhood education and care. The National Conference will provide delegates the opportunity to explore and embrace the unique strengths of family day care, celebrate the centrality of children across all aspects of our pedagogy and practice, and help us to solidify our collective vision for family day care into the future.

Keynote speakers at next year's event include Nathan Wallis, internationally acclaimed New Zealand neuroscience educator, Dr Jana Pittman, former Olympian and World Champion and the first Australian woman to represent Australia in both the Summer and Winter Olympic Games and Anne Hollonds, Australia's National Children's Commissioner.

The conference will be held in Melbourne from 23-25 October 2025 at the Pullman Hotel in Albert Park.



FDCA Learning Hub Review

As your national peak body, supporting continuous improvement in pedagogical, regulatory and operational practice and creating spaces for the sector to enjoy collaborative learning and networking, are key parts of our mission statement. The FDCA Learning Hub (developed in partnership with Early Child Australia) continues to deliver invaluable resources to members.

Members now have access to over 45 contemporary and meaningful professional development modules, all online and available on-demand. The self-paced resources are peer-reviewed by researchers and educators from across Australia, with topic experts translating research into practice and educators sharing examples from their practices.

FDCA will continue to review, refresh and develop learning modules throughout 2024-2025, to best serve the needs of members.

Regional Industry Recruitment Program

The direct link between workforce challenges and child care has increased, with many families of workers unable to work due to lack of childcare.

With workforce demands facing heavy industry, state/government programs in regional areas, FDCA have been approached by several private and government lead organisations to support the recruitment and delivery of educators to support those workforces effected.

As a national organisation specialising in family day care recruitment, FDCA is uniquely positioned to support these challenges.

One example (launched in 2023-2024), will facilitate an educator

recruitment pilot for BMA (BHP), to address the shortage of childcare in the regional mining communities in Queensland which impacts BMA employees, this initiative will continue into 2024-2025.

While the pilot with BMA is ongoing, FDCA will work with other industry partners and proactively reach out to prospective partners that are looking to solve childcare challenges within their industries and communities.

This initiative will strive to showcase the unique ability of family day care to meet the child care needs of communities in regional and remotes areas of Australia, making family day care the child care partner of choice for regional industry.

Member Engagement Program

Commencing in 2023 the Member Engagement Program has established itself as a staple in FDCA's suite of resources that support members to deliver outstanding early childhood education and care. Providing members with easy to access, relevant information and creating opportunities to connect with external stakeholders and experts, the Member Engagement Program is designed to provide all members with the ability to connect with FDCA via online or face-to-face events.

Comprised of the FDCA Online Engagement Series, which has already released 13 episodes, member networking events and service engagement visits, the Member Engagement Program will continue to play a key role in FDCA's ongoing connection with members throughout 2024-2025.



FREE FOR FDCA MEMBERS



TAILORED FOR FAMILY DAY CARE



STREAMED LIVE ONLINE



LIVE Q&A



FDCA Online Engagement Series



Promote

Excellence in Family Day Care Awards

Playing a crucial role in generating positive media coverage for the family day care sector, the Excellence in Family Day Care Awards also offer the community the opportunity to recognise those in the sector who continue to deliver exceptional family day care.

Now in its thirteenth year, the 2024 Awards program launched in June 2024 and received over 5000 nominations from across Australia. This demonstrates the amazing work being done by educators, coordinators and services and the impact they have on the community and families they serve.

The Awards culminate with the National Awards Presentation and Gala Dinner, on the 23 November 2024, at the Parkroyal hotel in Parramatta.

You can find a list of well-deserving nominees on pages 20 - 24 in this edition of JIGSAW.

Family Day Care Advertising Campaign

FDCA will continue to promote family day care through our digital advertising campaigns. These campaigns showcase family day care as the natural choice for early childhood and care for families and as a rewarding and attractive career option for early childhood educators.

The family day care advertising campaign, through the Family Day Care Locator, plays a critical role in generating care leads for educators. During the 2023-2024



period the Locator generated 21,370 enquiries from families looking for child care, that created more than 1,780 leads per month for FDCA members!

The advertising campaigns will utilise Facebook, Instagram and Google Ads to connect with families and potential educators and will run throughout 2024 and 2025.

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

National Educator Recruitment Program

In 2024-2025, FDCA will continue to support service members increase their educator talent pools and engagement with new applicants wanting to start a family day care. FDCA's dedicated National Educator Recruitment Program will support services to find, evaluate and engage the next wave of family day care educators.

The National Educator Recruitment Program will utilise a national advertising campaign to drive applications through to the FDCA national talent pool as a referral process to service members who need educators. The campaign will include digital advertising via Google Ads, Instagram and Facebook, job board advertisements, media releases, family day care advocacy and direct marketing strategies to promote the family day care educator career path. The program includes an initial applicant screening, validation, and referral of suitable educators to service members, followed up by service satisfaction surveys on the process. The campaign will also build awareness, both within the sector and more broadly, of career opportunities within family day care.

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

Since its inception in 2021, FDCA's Educator Recruitment Program has helped place over 140 educators with more than 90 family day care services. Eligibility for the program is included as part of a service's FDCA membership.

NATIONAL FAMILY DAY CARE WEEK



National Family Day Care Week 2025

National Family Day Care Week (NFDCW) provides an opportunity for the family day care sector to unite and celebrate the vital role that family day care plays in the education, development and wellbeing of over 75,000 Australian children.

The annual celebration gives us a perfect occasion to showcase family day care, and it's nurturing natural approach, to media and the wider community.

A long-standing Member Initiative, NFDCW will celebrate 13 years in 2025 and we will be calling on all FDCA members to get involved to celebrate this milestone by hosting a National Family Day Care picnic. It can be large or small, indoors or outdoors or as part of a special excursion, it's up to you! 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 communities across Australia.

Family Day Care Week will be held from 5th – 11th May in 2025.





Sparking conversations about culture

By StarKidz Nilanthi's Family Day Care and Dandenong Community Family Day Care

A Sinhalese new year celebration for Nilanthi at StarKidz Nilanthi's Family Day Care sparks a conversation about being connected to culture, and a visit to a Buddhist Temple in Melbourne's southeast.

In April, Nilanthi at StarKidz Nilanthi's family Day Care, celebrated Sinhalese New Year at her home with her family day care children. She also invited the coordination unit from her service, Dandenong Community Family Day Care, to come and share this occasion to support children in care to be strong in their culture.

Families and children were so excited to dress up in traditional Sinhalese clothing. Children participated in traditional games and families sent foods like milk rice, kokis and kavum and other traditional sweets. Nilanthi also incorporated customs like



lighting the oil lamp and learning traditional greetings in Sinhalese and introduced Sinhalese music to discuss and incorporate in their play. She displayed photographs and other artifacts from Sri Lanka for children to engage with, which they loved.

The conversations around children being strong in their culture sparked

discussions with families about other aspects of their culture, including their Buddhism. The families discussed the challenge of teaching children about why they do what they do at Temple, in an age-appropriate manner, whilst remaining respectful to the community gathering at times of worship.

Nilanthi began thinking about the upcoming Vesak, a Buddhist celebration which the majority of families in her care celebrate. She wanted to support children to learn more about this religious event in a meaningful and age-appropriate way. She carefully planned and reached out to Ven Rasnayakapura Upawarathana, a female monk in the community who has converted her home to a place of worship. Nilanthi discussed with Ven Rasnayakapura, and her service coordinators, her ideas for children to engage in this



space. Ven Rasnayakapura agreed that she could accommodate this for children and was thrilled that Nilanthi was so proactive in supporting children to have this unique experience.

Risk assessments were completed with the support of the coordination unit and families were actively involved in planning the date. Families volunteered to create meals to offer as Dana (offering) for Vesak.

In May Nilanthi and the children met at Ven Rasnayakapura Upawarthana's home. Children were dressed in traditionally white clothes and came with flowers, food and other practical offerings. Ven Rasnayakapura shared with children the key life

lessons of Buddhism in an age-appropriate way and then taught the children basic prayer chants. Ven Rasnayakapura and Nilanthi supported the children to make their Dana offerings, explaining step-by-step the process and the special equipment used. The children were fascinated and interested in the surrounds; it was a unique experience. Each child was



given many opportunities to have a hands-on experience throughout this visit. They also participate in a shared meal, back in the family day care environment after the offering to Ven Rasnayakapura, with other community members who were serving at the home.

Parents were very excited to hear children share what they saw and learnt during this experience. Dandenong Community Family Day Care, along with parents, are proud of Nilanthi for thinking outside the box to help children to find meaning in their world, be strong in their culture and explore their cultural identity in a way that challenged their thinking and supported their learning.

INITIAL WRAP UP

EXCELLENCE IN FAMILY DAY CARE AWARDS 2024



As the 2024 Excellence in Family Day Care Awards move closer to their conclusion in November this year, we would like to celebrate what has been one of the most successful nomination periods in the Awards 13-year history.



how respected and valued educators, coordinators, educational leaders, services and staff are and the key role they play in the education, development and wellbeing of children across Australia.

those who have been nominated, but the sector as a whole.

Thank you to Early Childhood Australia and NSW Department of Education 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 2024 Excellence in Family Day Care Awards Gala Dinner Parkroyal Hotel in Parramatta on 23 November 2024.

Here's just a snippet of some of the wonderful nominations we received:

We received over 5,000 nominations across all categories in this year's Awards; making that four out of the last five years over 5,000 nominations have been placed!

Congratulations to all those who were nominated this year and thank you to everyone who took the time to place a nomination and show their support for the Awards and the family day care sector.

The engagement from families, and the entire family day care community, clearly shows

FDCA would also like to thank our wonderful sponsors whose generous support allows FDCA the opportunity to acknowledge the wonderful work done by not just



“

Her dedication, innovation, and positive impact on kids' lives make her an outstanding candidate for this award

See more on following pages ▶

For more information on the 2024 Excellence in Family Day Care Awards, please visit www.fdca.com.au/awards.

In this edition of jigsaw we celebrate all our nominees with a full list of this year's nominees available on pages 20 - 24 ▶

EDUCATOR NOMINEES

ACT

ANGELA COLLINS
ANTONIA FERNANDEZ
ARUNIKA
MITIYAMULLLEARACHHIGE
BINDIA GUPTA
CHAMARI HETTIARACHCHI
CLAIRE ALLARS
COURTNEY LOVE
GLORY OKABE
JASMEET KAUR
JOANNA THOMPSON
JOYCELYN SILOS
KALSOOM FATIMA
KATHRYN HOWIE
KIM OBRIEN
LEAH UTITLEY
MANDANA REZAMANDI FARD
MARIA WALSH
MARIE EMMANUEL
NEHA SHARMA
REBECCA GUIREN
RUPA SIVALINGAM
SAEEDA AHMED
SAMINA JAHAN
SAMINA KOUSER QURESHI
SAYARA SAYARA
SIMRAT KAUR
SONIA ELLEM
SONJA RADONJIC
TAMMY HEIRDSFIELD
TANJINA POONAM
VICKI SHEARD

NSW

AANCHAL VASHISHAT
ACACIA DECKER
AFROZA YASMIN
AIDA SULTAN
AIHUA CHEN
AKSHPREET SANDHU
ALANA JEAN KLEPZIG
ALANA SLADE
ALBERT LI
ALBINA EVANS
ALECIA JONES
ALEISHA BYRNES
ALEISHA WADE
ALEXANDRA DRAGOJEVIC
ALICE MORRIS
ALISON BURNS
ALISON COLLING
ALISON DUFFY
ALISON KERR
ALISON MCWHIRTER
AMAL BOTROS
AMANDA BUNDT
AMANDA COTTER
AMANDA JANE JOOSEN
AMANDA RHOOK
AMANDEEP BATRA
AMBER BARTON
AMELIA TRAVISANY
AMINA SCHLUTER
AMY WEBB
AMY WIBLEN
ANA CERQUEIRA
ANAMIKA VERMA
ANASTAZIJA ZOHAR
ANGELA COFFEY
ANGELA MULLINS
ANGELA PATRICIA WYPER
ANGELINA DRAGOJEVIC
ANGELINE RASHID
ANJU DEWANGAN
ANJUMAN BEGUM
ANN DONLAN
ANNA CASSIDY
ANNE BRADBURY
ANNETTE GAVIN
ANNETTE JOHNSON
ANNETTE SMITH
ANTHIAM BRADFORD ALAOM
ARCHANA GUPTA
AREEN JAN
ASHLEE NELSON
ASHLEIGH HOARE
ASHLEY CAMPBELL
ASHLEY STURGISS

ASHNA KAREEM
ASMA YEHIA-ISMAIL
ATIOA REHMAN
ATIYA KHAN
AYSHA DHILLON
BANANI HANDIQUE
BARBARA FRASER
BARBARA MURRELL
BARSIH ISEF
BELINDA DEAVES
BELINDA HALLIGAN
BELINDA HAWKINS
BELINDA MORRIS
BELINDA SCHASSER
BELINDA SHAW
BERNADETTE BIRMINGHAM
BETTY ROSEMARY ZOTTI
BEVERLEY ROLLINGS
BEVERLY ATTON
BIANCA HORSFALL
BIN JIA
BITA ZONOZI
BOKYUNG PARK
BRIANNA PARBERY
BRIANNA POOLEY
BRIANNA BROOKS
BRITTANY MCGRATH
BROOKE GARLINGE
BROOKE LANCE
BROOKE SELLERS
BROOKE SWEENEY
CANDIDA RIBEIRO
CARLA CONLAN
CAROLINE MARSH
CAROLYN DEEGEN
CAROLYN LOUISE
CUNNINGHAM
CARRIE LEADER
CASSANDRA PHOENIX
CATHERINE ADKINS
CECILE CHRISTENSEN
CELIA DARLEY
CHANDRIKA FERNANDO
CHELSEA LOCKWOOD
CHERYL ANNE INGRAM
CHERYL ANNE MCQUILLAN
CHERYL BARNES
CHERYL YATES
CHIH-LIN WU
CHING HUI
CHRISTIE DOVEN
CHRISTINE CONDITIS
CHRISTINE RANKIN
CHRISTINE SAKY
CHRISTINE SCHUCK
CHRISTINE WELLING
CHRISTINE YOUNG
CHRISTY SEARLE
CLAIR ROBB
CLAIRE DEWHIRST
CLAIRE KNEWSTUB
CORINNE SPENCER
CRISTY MORSE
CUI MEI WU
CYMMON PARKER
DANIELA AGUIB
DANIELA TAYLOR
DANIELLE BRUCE
DANNIS ANEZ
D'CYNTIA HAMILTON
DEANNA BROWN
DEBBIE BUSCOMBE
DEBBIE MARLBOROUGH
DEBBIE REDGROVE
DEBORAH HOLMAN
DEBORAH SHARON CLARK
DEEPTI GUPTA
DELWYN GOLIGHTLY
DERDRIE D'LIMA
DIALA AYACHE
DIANA DJAJADI
DIANE JOY LEECH
DIANE PENNIALL
DIPA TRIVEDI
DIPOLI MALHOTRA
DOREEN ZAMAGIAS
DUK HEE CHOI
EBONY-ANNE VERNEY
EDWIN YE NAN LI
ELAINE ORBOLATO
ELENA MAYNE

ELENA SHEMET
ELIZABETH ANN SPOWART
ELIZABETH DRUCE
ELIZABETH GARLAND
ELIZABETH IZZARD
ELLY-MAY BROWN
ELMA RALPH
EMILY BROWN
EMILY BUJACK
EMILY CREW
EMMA KORNER
EMMA MCLAUGHLIN
EMMA MORRIS
EMMA TURNBULL
EMMA WARD
EMMA-JANE COLLARD
EMMERSON HARRIS
ERICA LEE BEDNALL
ERIN THOMPSON
ERNI ANDERSON
EUN HA LEE
EUN JUNG HWANG
EUN JUNG LEE
EUN SHIN
EUNJI LIM
EUNKYUNG SEO
FABIANA MOURIS
FAN RUAN
FARIDA KHILAWALA
FARJANA KHAN
FATEMA BEGUM
FATEMA TUZ ZOHORA
FATMEH EL MAROUK
FEI TONG
FIONA BAKER
FIONA KING
FIONA LENZ
FIONA MITCHELL
FIONA WILLIAMS
FIROOZEH FERDOSIYAN
FOUZIA SARDER
GABRIELA GASINSKA
GAIL WARID
GALINA ANCHIK
GARLYN ROSALIE GILGEO
GAYLE JOHNSTON
GEORGIA BERRIMAN
GILLIAN LOUISA MCLEAN
GLENDA WEIR
GORDANA RAKETIC
GREATA BARICH
GUANGXIA CHEN
HA NU LY
HAE CHUNG SON
HAIFENG YU
HANA PARK
HANAN IDRIS
HANAN SHENOUDA
HANNAH ALIZAR
HANNAH McDONALD
HARLEY O'SULLIVAN
HAYLEY MICHAEL
HEE JU JUNG
HELEN KATHARINE MORTLOCK
HELEN MACOLINO
HELEN MAREE HILLIER
HELEN RUTH GARLAND
HIAM HASSAN
HIMA UPPALAPU
HIRA AMIR
HONGMIN WANG
HONGYUN CHENG
HUI DING XU
HYE JIN PARK
ILANA BUTNARU
IMANE ALAMEDDINE
IMOGEN BLOXHAM
INDIRA PATEL
INEZ FERNANDO
INGA GRIFFIN
IRANGA SAKALASOORIYA
ISABELLE ATTY
IVETTE GALINDO
JACALYN ARCHER
JACLYN WEBB
JADE HEPBURN
JADE NOYES
JADE READING
JAERYN LEE
JAHNAVI ANUGU

JAIMI BARRETT
JAMIE HELEN WATT
JAMIE THOMAS
JANE AITKEN
JANE JINSUN YOU
JANET KIRKPATRICK
JANICE POWELL
JANINE FROST
JANNELLE SMITH
JASHANJIT KAUR
JAYNE CRONIN
JAYNE KALATZIS
JEANIA PAGE
JEMMA EATON
JENNA BATEMAN
JENNIFER BAKER
JENNIFER ANNE ALEXANDER
JENNIFER ARMSTRONG
JENNIFER HUGHES
JENNY RAYNER
JEONGIN YI
JESSICA ANNETTS
JESSICA AUSTIN
JESSICA CAMPBELL
JESSICA HARMER
JESSICA MAGUIRE
JESSICA PETRYK
JESSIE SPOTSWOOD
JI HEE HWANG
JI YOUNG LIM
JIANLAN HUANG
JIE CHENG
JING ZHANG
JIVON JUNG
JOAN WOOD
JOANNE MILSON
JOANNE SMITH
JOANNE SWAN
JO-ANNE WARHURST
JOCELYN LEE
JODIE JONES
JODIE KNIGHT
JODIE VICKERY
JODY WALLIS
JONG SUK LEE
JONG-HEE LEE
JOSEPHINE MESITI
JUDITH REISEMANN
JUDY SHAKESPEARE
JUHYUN LEE
JULIA CAIN
JULIE CARLSON
JULIE GREGORY
JULIE SMITH
JULIE WADDELL
JUNG SOOK MOON
JUNGHYUN KIM
JUSTIN BEATY
KALIKA ABAYAKONE
KADITUWAKKU ARACHCHIGE
KALINDI MUDUNOKOTHE
KANLAYA BINKANEE
KAREN GRIEVE
KAREN GUALDI
KAREN MCKEITH
KAREN MCCLAREN
KAREN SAWYERS
KAREN TURLEY
KARUNA CHONKAR
KASSANDRA DAVIS
KATE MAYBURY
KATE MURPHY
KATE SAUNDERS
KATE SCOTT
KATE WOODS
KATEY HUI
KATHERINE LI
KATHERINE WAGNER
KATHLEEN BOLT
KATHLEEN BROWNING
KATHLEEN HALL
KATHLEEN LOLA VAN LOON
KATHLEEN WHYTE
KATIE GORTON
KATRINA MCMASTER
KAVINDER SHINGARI
KAYLA THOMPSON

KAYLENE MILLIGAN
KAYLEY HART
KELLIE GIELIS
KELLY BERGER
KELLY SULLOFF
KELLY TRESIZE
KELLY ZELVIS
KERRIE IBBOTT
KERRY SIPPLE
KERRY SUMMERELL
KHALEDA HOQUE
KHUZAIMA AL-AQRA
KIA PETHERBRIDGE
KIARA MAGARRY
KIM KUDRINS
KIM WHEELER
KIMBERLEY JULIAN
KIRAN LATA BHAGAT
KIRRI LY CAMERON
KIRSTY HARVEY
KIRSTY THOMAS
KNARIK ABRAHAMIAN
KRIS JANSON
KRISTEN MERCECA
KRISTIE PARNHAM
KRISTY MARCHANT
KRISTY TRAJKOVSKI
KRISTY-LEE MCCORMACK
KWOK YING GARINA TANG
KYLEE EVISON
KYLIE AGRESTI
KYLIE BELL
KYLIE CROKER
KYLIE HAZELL
KYLIE METCALFE
KYLIE MONTGOMERY
KYLIE MOORE
KYLIE VISINTIN
KYONGA KIM
KYUNG MI KIM
LAILA ALI AHMAD
LAKSHMI VEDAM
LANI CARNNEY
LARYSA SAVELYEV
LAURA BURR
LAURA GRUBER
LAURA JORDAN
LAUREN BOYLES
LAUREN KOGAN
LAUREN MURRELL
LAURI GLOVER
LAURINDA DAGRACA-VILASBOAS
LEAH CURTIS
LEANNE HAYNES
LEANNE NICHOLLS
LEE CONSTABLE
LELIA WONG
LEYLA HASDIRAZ
LIA WAHYUDI
LILANTHI WICKRAMANAYAKE
LINDA RISTEVSKI
LINDA TANDY
LISA ALLAM
LISA COLLYER
LISA HUNTER
LISA LAKEMAN
LISA SALTMARSH
LIVIA FERREIRA LINHARES HORA
LIZA HOQUE
LORELLE MARGARET HOLT
LOUISE MAY HILL
LOUISE WATSON
LOUISE WHITE
LUANA REYS
LUCIANA OTTO
LYDIA HANA
LYN TROY
LYNDAL BELLATO
MADDISON POTTS

“
She has truly demonstrated outstanding dedication, professionalism, and an unwavering commitment to the educational and emotional growth of the children
”

MAGDA SANCHEZ
MAHANANDA JAMBLE
MAKALA BOGAARD
MAKAYLIE BRAZEL
MANI KUMARI RALLAPALLI
MANISHA GUPTA
MANONMANI RANGANATHAN
MARAL BEKARIAN
MARAL KABAKIAN
MARDI VAN DARTEL
MAREE FULHAM
MARGARET ANN KING
MARGARET BERNIE
MARGRETA DAOUD
MARIA DE FATIMA CARRICO
MARIA FERNANDA GUERREIRO
MARIA GRIGORYAN
MARIAM EL-TABBAB
MARICEL ROMERO
MARIE KNOX
MARINA FERREIRA
MARITA ANNE COOTE
MARITES GIBSON
MARSHANDRA NADEN
MARY DUNSMORE
MARY JAMES
MARYLIN RATHA
MAY MYO
MAYSSAA CHMEIT
MEGAN BURNFORD
MEGAN HOLLINGSWORTH
MEGAN UTITLEY
MEHWISH QAISAR
MELANIE BLUE
MELANIE MALONEY
MELANIE WEEDEN
MELANIE WIFFEN
MELINDA WELSH
MELISSA MCCLELLAN
MELISSA MURPHY
MELISSA THOMAS
MENICE MANEVA
MERANGNAGE SALGADO
MERRIL JOHNSON
MI HYANG LIM
MI KYUNG SONG
MICHELLE BONOMI
MICHELLE BRENDISH
MICHELLE BURKE
MICHELLE FABRIS
MICHELLE JANE PITTS
MICHELLE MCGOVERN
MICHELLE NOY
MICHELLE ZADRO
MIHIRI FERNANDO
MIKALA HUTTERTHO
MIN DONG LU
MISUK CHANG
MONIQUE COMER
MUKTA THAKUR
MYRNA BRODERICK
NA YOUNG LIM
NADIA SEFIN
NADINE STATHAM
NAMITA KANWAR
NAMRATA AGRAWAL
NAOMI ELIZABETH DAVIS
NARELLE SMITH
NASISE YONAS
NATALIE AGIUS
NATALIE GROGAN
NATALIE JAYNE SWAN
NATALIE KEBBY
NATASHA BRUTON
NAVINIT KAUR SACHDEV

“
She employs a child-centered approach that celebrates each child's individuality and learning style
”

EDUCATOR NOMINEES

NEVEN SORYAL
NEVINE MOUSA
NICHOLE SECKOLD
NICOLE ALBURY
NICOLE BURGESS
NICOLE HODGINS
NICOLE MALIN
NICOLE MORRISON
NICOLEE FIELD
NIDHI SUD
NISHABEN SHAIENDRAKUMAR
PADEL
NOUSHIG MANOUK
NOZVEEN KHAN
NUTHANA HEGDE
OLEG SVELYEV
OLGA DIK
OZGEN OZKAYACAN
PADMA NAIR PRADHAN
PAIGE YOUNG
PANIDA MURPHY
PATRICIA CAYO REINOSO
PATRICIA FULFORD
PATRICIA SILVIA
PATRICIA ULBERG
PAULA DUGGAN
PAULA PAULING
PAULA SILVA
PAULINE REFALO
PAULINE XUEREB
PENELOPE POTTS
PETRINA MOORE
PHILLIPPA CAROLAN
PING ZHONG
POTIRA DE AZEVEDO
PRATIAMA PETER
PRATIVIA SHAW
RACHAEL KERR
RACHEL RICHARDS
RAMYA PADINHAPURATH
RANI COMARMOND
RASIKA WEERASINGHE
RASIMA DELALIC
RAYLENE CORDINA
REBECCA ALLEN
REBECCA CARR
REBECCA DE SOUSA
REBECCA SETTER
REBECCA STEWART
REBECCA STEWART
REENE SINNIH
REHANA MALEQUE
RENATA D'ANDRADE
RENATA STIPANOVIC
RENEE WORTHINGTON
RHIANNA SCARLETT
RHONDA BEATTY
RHONDA DE FERRANTI
RIMPY GUPTA
RITA KHAUSHU
RITA NERCESSIAN
ROBYN CAMPBELL
ROBYN O'NEILL
ROCHANA THONGNUAPAD
ROSEMARIE KILCAR
RUI TING LAY
RUTH DUGMORE
RUTH TIERNEY
RUTH ZOGBHI
SABRINA KELLY
SACHIKO YOO
SADAF SAEED
SADIA BAVAZEER
SALMA DAWOD
SAMANTA DA COSTA ALMEIDA
DO CARMO
SAMANTHA BARRETT-GRANT
SAMANTHA BRUHM
SAMANTHA CHIPPINDALE
SAMANTHA KING
SAMANTHA KING

SAMANTHA VAKA
SAMIRA HAJI
SANDRA CANT
SANDRA ROY
SANDY CLARK
SARAH BARRETT
SARAH GARDNER
SARAH KORFF
SARAH METCALFE
SARAH PARSONS
SARAH SNELSON
SARAH THOMAS
SARAH VIRGILI
SARAH WOODHOUSE
SARBJEET CHAUDHARY
SARIKA ARORA
SELINA FRANK
SELINA RAHMAN
SERGUT WELDAIAS
SEUNGHYUN LEE
SHABANA KHAN
SHABNAZ RAHMAN
SHAHANAZ AKTHER
SHAHNAZ OMAR
SHAHNAZ RAHMAN
SHALEENI PRAKASH
SHALLU BALI
SHAN FENG
SHANE SHEPHERD
SHARNTAE STEVENS
SHARON MORRISON
SHARON RICHES
SHARON SCARLETT
SHERLEY JACOBS
SHERIDAN-LEE MOTBEY
SHIVA SHAHRIARY
SHOKO WARK
SHORMIN MOSTAFIZ
SIDRA SOHAIB
SIMONE FERNANDES
SIMONE PORTER
SIMRANJIT KAUR GILL
SKYE-LEE CABRERA
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SOFIE CASSON
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SONIA JASWAL
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SOUKYUNG LEE
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STACEY LANDRIGAN
STACEY PAREZANOVIC
STACEY TEBB
STEPHANIE MARECHAL
STEPHANIE SCANES
STEPHANIE UNG
SU JUNG HAN
SUHA AMARA
SUKHPREET KAUR
SUMEGHA PAWAR
SUN HYE PARK
SUN JUNG LIM
SUNAE YOUN
SUREKA KODIPPILY
SUSAN APOLLONI
SUSAN STREAT
SUZANA TRAJKOVSKI
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SYEDA RIZWANA HAMID
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TAMMY LITT
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TERESA CAFE
THAIS CRISTINA GUARALDO
THAO VI-VIVIENNE TRUONG
THERESE HOLLIS
THERESE SEYMOUR
THI BICH SUONG VO
THI KIM AN NGUYEN
THI KIM NGA TRUONG
THI LOAN HUYNH
THIEN NGA PHAN
THUY TRAN
TIANA FALZON-VASSALLO
TINA CASE

TONI GRAY
TONI SMITH
TRACEY LEE DAWSON
TRACEY MILHAM
TRACEY MITCHELL
TRACEY SIMA
TRACY HOLMES
TRAN NGUYEN
TRUDI WILSON
VALERIE HUME
VANESSA EDWARDS-ELLIS
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WOORYOUNG JANG
XIAN LING LI
XIAOJIN YIN
XIAQIAN HU
XIOMARA BARROETA
YADVINDER KAUR
YAN HUA XU
YAN XIONG PAN
YAO FU
YEON JU AN
YOONJUNG PARK
YOU JIN LEE
YOU WEI CAI
YOUNG IM CHAI
YOUNG JOO LEE
YOUNG SOOK KIM
YOUNG SOON PARK
YOUNGJEUN HONG
YUJIN JO
YUN JUNG CHOE
YVONNE ROMA MCALISTER
ZARA ABID
ZHUOQUN REN
ZIYAN LIU
ZONGHUI HU

NT

ARPHON AUNTASI
CECILE MIEL
HAYDEE FORTE
KIRAN DEEP KAUR
LISA RAMSAY
NARIETA TINAIKULABU
PAMELA TIMIRE
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QLD

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AGNES VASVARINE EDL
AH YO NGWA
AIDEEN DALY
AIMEE LITTLE
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ALISON RAMKE
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ALYSHA MCNEILL
AMANDA ANTHONY
AMANDA BALBI
AMANDA CROSS
AMANDA CROSSFIELD
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AMANDA PETERS
AMANDA PING GAO-LUMSDEN
AMANDA RAMM
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AMBER BROWNE
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AMY EVANS
AMY FOTI
AMY HARRIS
AMY SUMMERVILLE
AMY TAYLOR
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ANDREA RECK
ANGELA LAWLOR
ANGELA RIGBY
ANGELA YORK
ANITA BLACK
ANN HILLS
ANN RANE
ANSOOK CHOI
ARCHANAKUNVARBA AKA
ARCHANABA VAGHELA
AROHA TE WAAKA
ASFINA RAHMAN
ASHLEIGH FATNOWNA
ASHLEY ARNOLD
ASHTON POSCH
ASHTON WEBB
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BELINDA BRYCE
BELINDA LAWN
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BONNIE SCHULZE
BREANNA IMRIE
BREE ARCHER
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BRONTE MICHELL
BROOKE FRUNKS
BROOKE HEAZLEWOOD
CAI-YING HUANG
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CAROLINE AOGA DYONNE
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CAROLYN LEEK
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CESEL AVILA
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CHANDRA PRATHAPASINGHE
CHERALEA JAYNE ARDREY
CHERIE EDWARDS
CHERRIE MCFARLANE
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CLAIRE WARD
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DEBORAH BROWN
DEBORAH ROBINSON
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EMILY MILLER

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BALAREZO
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ERIKA FABIAN
ERIKA GARGYAN
ERIN MENCHIN
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GERLINDE TEMPELMEIER
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GRY POWERS
HA LEE
HARGEET KAUR SIDHU
HAYLEY DAY
HAYLEY HANSEN
HAYLEY OATS
HAYLEY SHAW
HE HAO
HEATHER CARTER
HEATHER THOMSON
HEIDI PENSINI
HELENA WRIGHT
HEM LATA PRASKASH
HOLLY HAMEL
HSIAO-RU WU
HYEJEONG SONG
HYUNSUJ MIN
IREEN SHEPHERD
JACINA KAHU
JACINTA WEIR
JACKIE GIBSON
JACQUELINE CUTTS
JACQUELINE EDWARDS
JACQUELINE GUEST
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JADE POWER
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JANELLE CROOK
JANELLE MAREE MCIVOR
JANE-MAREE LAKEY
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JASSLEEN SIDHU
JAZZ LAMBERT
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JESSICA SIMS
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JILLIAN PACE
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JODIE BAKER
JODIE BARCLAY
JODIE FLINT
JODIE GREGSON
JODIE SOUTTER
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JOSEPHINE ERICA EADIE
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JOSEPHINE ROBERTSON
JOYCE TOALA
JUAN WANG
JUDY CLARK
JULIA JONES
JULIANA NERY
JULIE CLOUGHESSEY
JULIE CONWAY
JULIE CUTTS
JULIE FINCH
JULIE HILLS
JULIE TEMPLEMAN
JULIE-ANNE CHAPMAN
KAITLIN LINE
KANDINA CROWDEN
KAREN CHADWICK
KAREN HORSWOOD

KAREN LIELS
KAREN NIXON
KAREN STACEY CRAMPTON
KATHERINE BEIL
KATHLEEN MCGROGAN
KATHRYN PHILP
KATIE TAYLOR
KATRINA KELLY
KATRINA WILLIAMS
KAWALJIT KAUR CHHINA
KELLIE HILDER
KELLIE MCDONALD
KELLIE-MARIE WRIGHT
KELLY MCGREGOR
KELLY SLADE
KENANI MANGAKAHIA
KERRIE KIME
KERRYIN ELIZABETH WILLIAMS
KHESAN HORVAT
KIM DAWES
KIM FIELD
KIM MCCONCHIE
KIMBERLEY MCCURLEY
KIRSTIE BARLOW
KIRSTIN DE VERA
KIRSTY GIBSON
KIRSTY GILLIS
KRISTELLE RUSSELL
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KRISTY KNIGHT
KRISTY LA SPINA
KRISTY MASON
KRISTY MCCONNELL
KRISTY PERCASKY
KYLEE BOWMAN
KYLIE MORRIS
KYLIE SEELEY
KYLIE WYATT
KYONG HI BEA
LAFEELE FAFU
LAURA AUSTEN
LAURA MADSHAW
LAURA RIGBY
LAURA WOLFF
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LEANNE DAWSON
LEANNE WATERS
LEEANN BOOTH
LEEANNE GOODES
LEEANNE MAREE DIXON
LEIANNE HUDSON
LENOR HARVEY
LESLEY ADAMS
LESLEY WRIGHT
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LISA BEUTEL
LISA BLANCH
LISA HALLAM
LISA RUSSELL
LISA SMITH
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MANDY PARKES
MANDY POLZI
MARGARET ANNE MURRAY
MARGARET HANNAN
MARGARET JOYCE SAUNDERS
MARIA CROWHURST
MARIA FULLER
MARIA PETERSON
MARIE YATES
MARTHA JUENY
MARTINE KAREN WATSON
MARY AHER
MARY CULLEN
MARYANNE WALKERDEN

“

She works amazingly hard, and I appreciate her so very much

“

She has created a safe and interactive space both indoors and outdoors where the kids can let their imaginations run wild

MAVIS MAHDAVI
MAYRA PORTILLO
MAYUMI KAFKA
MEGAN GREENSTREET
MEGAN MACHTOLF
MEGAN MORGAN
MELANIE TINSLEY
MELISSA HUTCHINSON
MELISSA LEACH
MI YEON YANG
MIA CORRIE
MIAE CHU
MICHELLE DAVY
MICHELLE IRVINE
MICHELLE WOONTON
MIHYANG JANG
MIRANDA MASON
MONICA-LOUISE PARSONS
MONIQUE COLE
NADIA RUSSO
NAOKO HOSHINO
NARELLE WATERS
NATALIE CLARK
NATALIE CODEGA
NATALIE HOHL
NATALIE LAWRENCE
NATALIE RASCH
NATASHA ALLAWAY
NATASHA MCKNOULTY
NICOLA OBERG
NICOLE ARMSTRONG
NICOLE AULBURY
NICOLE MILNE
NIKITA-MAREE JOHNSON
NOOLEEN LEACH
NORMA CHALLEN
NORMA HASTINGS
NYANDENG AJAK
OLIVIA BAIN
OLIVIA NIYOKWIZERA
PANTHIYAGE DABARE
PATRICIA DE ANDRADE PINTO
PATRICIA HUGGETT
PATRICIA OLIVERA
PAULINE ANDREASSEN
PETA CREELMAN
PETA GANNON
PETA KENNEDY
PREMA JEGATHEESAN
QIAN LI
QINYU ZHOU
RACHAEL BACH
RACHEL HOLMES
RACQUEL PASK
RAELENE HUGHES
RAJWINDER SAGGU
RANJITA GOUNDAR
RANMALIE MADAWALA
REBECCA DAVIES
REBECCA DENNIS
REBECCA RACHAEL SMART
REBECCA TEN CATEN
REBECCA TOON
REBECCA WILD
REBECCA WOOD
RENAE BURTON
RENAE GREEN
RENATE MULLER
RENE CAMPBELL
RENEA APPLETON
RHODA DAVIES
RHONDA CAIN
ROBERT LIELS
ROBIN CRAYMER
ROHINI KUMAR
ROSHIM FALL
ROSLYN DE BRUIJN
ROWENA LAMOND
SABIRA ALI
SAHAYA STELLA RAJ
SALLY-ANN LENNON
SALMA MOUSALI
SAMANTHA CORKERY
SAMANTHA HOLMES
SAMANTHA RICHARDSON
SAMRAWIT YEMRU
SAMUNDEESWARI
PANNEERSELVAM
SANDRA BERRIOS
SANDRA OHNSORGE
SARAH JANE BLACKMAN
SARAH MCIVER
SARAH POLLARD

SARAH RUSSELL
SEON HEE HEO
SESILIA WULF
SHAANDRA MASON
SHAMU MANIRAMBONA
SHANE HUGHES
SHAREENA ALFAZ
SHARELLE AMANONO
SHARMON CAROL BIRRELL
SHARNA-LEIGH FULWOOD
SHARON CHRISTENSON
SHARON EDWARDS
SHARON ELFORD
SHARON FOX
SHARON LEE ROWELL
SHARON LORELLE BARBER
SHAUNA BAIN
SHEILA ELLERY
SHEREE RYAN
SHERRIE SUTCLIFFE
SHERYN WOODS
SILVERYA YESSICA SIAUW
SINAH LEE
SONIA TOWNSON
SONTAYA COOPER
SRIYANI FERNANDO
STACEY MISPELHORN
STEPHANIE STEVENSON
STEPHENE OLSEN
SU JIN LEE
SUE FINLAYSON
SUSAN HAYSOLDEN
SUSAN NOONAN
SUZANNE ELFVERSON
SUZANNE PRENDERGAST
TABBATHA NORMAN
TALLARA ACKERMAN
TAMIKA LIMB
TAMIKA ROWAN
TAMMY BROOKS
TAMMY FOX
TAMSYN JOHNSTON
TANYA RICHARDSON
TARA SMITH
TAYLOR HILL
TEENA JAMES
TEGAN WILLIAMS
TENNILLE GALLAGHER
THERESA DAVIES
THERESA FEIRCLOUGH
THERESE WASON
THILAGAVATHY VJEEKUMAR
THU TRANG NGUYEN
TIFFANY RENNIE
TIFFANY WILSON
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WENDY REES
WIDAD AGUET
XINQIAN YANG
YEONGJIN HUR
YILIN LIU
YUK YI OR
ZHEN SONG
ZOWIE PATERSON
ZOWIE SIMPSON

SA

ALEXANDRA WARD
ALICE BROTHERWOOD
ALI FLEMING
ALLISON LINKE
AMANDA HAND
ANNE MUMFORD
ANTOINETTE LINES
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SVITLANA BRASHER
TANYA BANKS
TANYA MCGUINNESS

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KYLIE JACKA
KYLIE THOMPSON
KYLIE WILLOX
LACHHMI UPADHYAY
LALEH GARAK YARAGHI
LEANNE ALTHAUS
LEANNE MURFETT
LEENABEN PARMAR
LEONE WILSON
LEONIE COOK
LETICIA MOLLEJON
LILIANA CULOSI
LINH NGUYEN
LINH TRAN
LISETTE MASSA
LOAN NGUYEN
LOUISA BOULOS
LOUISE BARAGWANATH
LUCY MOFFAT
LUNESA RUBIN
LUZ MARIA HOYOS
LYN HOLDEN
MADHU CHAUHAN
MAHNOOSH KHAYAMIM
MANJINDER KAUR
MANJIT KAUR
MANJULA KOMERELLI
MANUJA SAMASUNDARA
MUDIYANSELAGE
MAOWITA GUNAWARDANA
MARÉE EDDIE
MARGARET PROWSE
MARIA BERTRAND
MARIANA ALARCON
MARIE ALTHAUS
MARIE VILMAR JAYASINGHE
MARINO RUBIN
MARLENE TINGLEY
MARTHA SMITH
MAVIS JANSZ
MEG LITTLER
MEGAN DUNKS
MEHABEN BARAIYA
MEIER LI
MELISA DAVISON
MELISSA HAIGH
MENGJIN LIN
MICHAELA WHITTY
MICHELLE KLASS
MICHELLE OELLERMANN
MICHICO MIMA
MINA NASSIRI
MINH LE
MOHAMMED HADI
MONIKA SHARMA
MUNAGAMAGE GAYANI
ERANGA MUNASINGHE
MURIEL HEART

MYTHILY PURUSHOTHAMAN
NADIA AWAD
NADIA KRICKUN
NADIA PANSOMBOON
NAIME EL HOULI
NANCY VELLA
NAOMI PARFITT
NARJYOTI KAUR DHALIWAL
NEELAB FOROGH
NEELIMA SHYAMALA
NEVIN TOFLIES
NICOLE CLARKE
NICOLE PRIEST
NICLOFAR BAKHSHAYESH
NIRALI DARSHAK DAVE
NIRMALA DHVALE
NISHA BHAGAT
NITIKA GARG
NITIKA MALHI
NITIXA PANDYA
NIVEDITA BHAMBRI
NOE CLARKE
NOELENE WEBSTER
ORAPIN SUPAKITJANUSORN
PARVANEH GOLSHAN
PAULA FERNANDES
PAULINE MORAN
PHILOMENA PETERS
PINA THAKKAR
POOJA GAJERA
PRABHJOT HUNDAL
PRADEEPA DESAA
PRASANATHA LIYANA ZAMAGE
PRASEEJA THEETHU
PRIYANKA HEWALOKUGE
QUADRIGENTA PERERA
RACHAEL SMITH
RACHANA RACHANA
RACHEAL PEGG
RACHEL MAPLESDEN
RAJANIE DAHANAYAKE
RAJWINDER KAUR
RAMA SINGLA
RAMANDEEP KAUR
RAMANJEET KAUR SIDHU
RAMYA RAJKUMAR
RANA KALO
RANGIKA BODHIMANA
RANJESHNI KUMAR
RATHIPRIYA MOHANAMOORTHY
RATNISH BAJWA
REBECCA PAINE
REBECCA VALENTINE
REGINA ZIMINA
REKHA
RENAE DARGAN
RENUKADEVI NAIR
RHIANNA MUMFORD
ROLLY RUBIO
ROMEDIOS TINAO
ROSALYN MITCHELL
ROSANNA MELDER
ROSY PRASHAR
RUI ZHANG
RYOKO BEESLEY
SABAHAT DANISH
SAIRA ZIA
SAKTHI SREE RAJA PRASANNA
SALEHA-BANU SYEDA
SALLY STANEK
SAMANTHA SEVITA
SANDEEP KAUR
SANDEEP KAUR SANDHU
SANDHYA MALLIKARACHCHI
SANGEETHA ANN MATHEW
SAPNA THAKUR
SARAH MILES
SARAH TREVASKIS
SARITA MASKEY
SAU THI DAO
SEWVANDI NANAYAKKARA
SHABANA CADEKIWALA
SHADAB FAISAL
SHAHANA KHATOON
SHALNI CHAND
SHAMANPREET KAUR
SHAMIMA DAICOS

SHANELLE HOWE
SHARMINA AKTERY
SHARON FRENCH
SHARON LATTER
SHASIREKHA NAGAIAH
SHAZIA MEMON
SHERIDAN CHANDLER
SHILPA BADAKANAHALLI
SHIRANTHI HASHEEM
SHRUTI SHARMA
SHUMAILA NOSHEEN
SHWETA SHARMA
SIDRA SHABIR
SIEW WEI CHAN
SINGAKKARAGE FERNANDO
SIUTITI TAUFA
SMITA BIDRE
SONIA BANSAL
SOPHIE BYRNE
SREESHA HAREESH
STACEY BIRD
STEPHANIE TAKLE
SUJEEVA ILLANGANTILAKA
SUKHIBIR KAUR
SUKHWINDER KAUR
SULEKHA RANI
SUMARA MCEVOY
SUREKA HEERALUGE
SUSAN HARKINS
SUZANNE HAYASHI
SUZANNE HICKS
SUZANNE MCROSTIE
TAHIRA ATIF
TANIA HOWE
TANMEET KOUR
THI BICH CHAU NGUYEN
TIFFANY ROSBERGEN
TRACY LEANNE LECHTE
TRANG NGUYEN
TRUDY COOK
UDITHA DASSANAYAKE
VALSALA NAIR
VANAJA CHENNA
VANESSA CHANNA
VEENA SHARMA
VICTORIA WARD
VINITA RAMPAL
VINITA SONI
VYVETTE MACKELVIE
WAI YING CHOI
WASANTHIE KUMUDINI
GALAPPATY
WENDY MARIE HULL
WENDY WHELAN
WENDY WILSON
WENYANG WU
XILING KONG
YAN LI
YAN YAN
YAN YU SHEN
YAQIN HAO
NILANTHI WITHANA
YA-YUN CHEN
YEE KUANG LYE
YING HAN HO
YINXUAN FENG
YUK NGAN IVY CHAN
YUTHIKA SILVA
ZAHRA HASANI
ZEENATH FATHIMA
SINGHAWANSA
ZENAIDA TERNOLA
ZUNAIRA ASIF

WA

ADRIANA PINZON
ADRIENNE SCADDAN
AI LING AMY YEO
AIXA ALOHA LOYOLA
VALDERRAMA DE RUSS
ALCERIA WINN
ALISON COUSINS
ALLANA WIGNALL
ALONA DABUAN
ALPA SHAH
ALPABEN AGHARA
ALYSON WEISS
AMANDA BROWNLIE

JACQUELIN SIMS
JALPA SATHAVARA
JAN LENG
JANE HOWARD
JANET VAN ZYL
JASMEET KAUR
JAYANTHI KULALA
JAYASHREE S KOLLI
JEEGNABAHEN PATEL
JENNA CHAMBERS
JENNIFER DOONEY
JESSICA COSSOM
JESSICA O'CONNOR
JESSICA RETALLACK
JESSICA SAUNDERS
JEYALETHCHUMI VELOO
JIYEON KIM
JOANNE COPPING
JOANNE KNIGHT
JOANNE LOPEZ
JONENE HARRAP
JORDI GRIFOL
JOSEPHINE DUMLAO
JOSEPHINE JAGURU
JOSEPHINE MONACO
JUDITH ANN WOLFENDEN
JULIE MARTIN
JULIE MCLACHLAN
JULIE-ANN BRENNAN
JULIETA KILLIAN
JUNE HANNAM
KAREN BEAL
KAREN HOUGH
KAREN LEACH
KATY SEISON
KELLIE WALSH
KELLY DE MEILLON
KELLY MONAGHAN
KELLY VICKERS
KERI MCGUINNESS
KESHIA HOOD
KIRAN SHARMA
KIRSTY PRESTON
KULDEEP KAUR GILL
KUNJ JOSHI
KYLIE JEFFERY
KYLIE PARKER
KYLIE STRELLEY
LAKSHMI KANCHANA KUMARI
KATULANDA
LALITA AGARWALLA
LALITHA PATIL
LARA TIBBS
LARISSA MAY
LARRA WATTERSON
RUTHERFORD
LEANNE DOWSETT
LEENA KARIRA
LEONARDA FAY ESPINO
LISA GREEN
LOO YEE ANG
LORNA SELIMAN
LUCIEL KRUGER
LUCINDA CULLEN
MADELEINE WIJAYANTO
MADIANNE HYNES
MANGALEE MANUEVEL
PEIRISLAGE
MANJINDER KAUR
MANJULA ALEPADI
MANJULA EKANAYAKE
MARGARET YOKWE
MARIA BARNES
MARICA STEVANOVIC
MARYKA DE BEER
MARYSE YOUNGER
MEGAN NAUOM
MELLISSA KEELER
MEREDITH GARDNER
MICHELLE BECKER
MICHELLE GIRLING
MICHELLE STANTON
MIKAELA SUTYONO
MINALBEN PATEL
MOIRA ROMINA INSAURRALDE
MONIQUE DANGERFIELD
NAGALAKSHMI THARMARAJAN
NAOMI BENT
NARELLE COOPER
NARELLE THOMAS
NASRO EGAL ALI
NATALIE WHINCUP
NATALIE WILKINS
NAUSHIBA SYEDA
NEETA RASKAR

NICHOLE HARRISON
NICOLE FAIRALL
NICOLE GORMAN
NICOLE NICHOLAS
NICOLE WALLINGTON
NIKKI HANLEY
NIMISHABEN AJAYKUMAR
PATEL
NURA ABI
OLGA PAGE
PAIGE ROWE
PAMELA THOM
PARMINDER KAUR
PARMJIT KAUR GILL
PATICHAREE BOONSONG
PATRICIA BOYD
PATRICIA VALLEJOS
PAULA-MARIE DAWSON
PAULENE JOOSTE
PERRINE BREHERET
PRAGNA MANDALIA
PUJA GAUTAM
RAJ ARAK
REBECCA BERRY
REBECCA SINGH
REENA FRANCO
ROSALYN HUMBLE
ROZMINA NURMOHAMED
RUBAN DSILVA
RUCHI MALHOTRA
SADAK MOHAMED ABDIRASHID
SAHANA KALIDEVAPURA
SAMANTHA REYNOLDS
SAMANTHA TUBB
SANDRA LLOYD
SANDEEPA KALYAN
SANTHANA DEVI P
NYANAPERAGASAM
SARAH DRYSDALE
SERENE HOWE
SHAHABANO AHMAD ALI
SHARON RODRIGUES
SHASHIKALA RAJANA
SHELBY NORMAN
SHERRY MARTIN
SHERYN PHILLIPS
SHILA DATTA
SHIRENE SNYMAN
SHONA CAMPBELL
SHWETA SHANBHAG
SKYE STARK
SOHA KHDHAYER
SONIA SHARMA
SONIA VIKAS
SRI MORGAN
STACEY ANN GALLAGHER
SUBASINY RABBY
SUJATHA NANJUNDAPPA
SUKHJINDER KAUR HEHAR
SUSAN STRACHAN
SUSANA PEEL
SUZANNE O'TOOLE
SZE YAN LEUNG
TAMARA ASLETT
TANEKA GEHLHAAR
TANIA HAZELDINE
TANYA LEE PHILLIPS
TANYA TODT
TANYA WASEDEN
TANZIA ZAMAN
TARYN KEENE
TEGWEN JONES
TERESA O'NEIL
THAMALI DINESHA
GALGAMUWA GALGAMU
ARACHCHILLAGE
TIA BOARDMAN
TIFFANY BAILLIE
TRACEY MORRIS
TRACEY SALSAMAN
TRACEY SMITH
TRACY BODIN
VANDANA SHARMA
VIJAYALATHA THAYATHARAN
VIMLA PATEL
WEI WANG
WEI WU
WENDY NICHOLAS
YAN CAO
YUE CHEN

COORDINATOR NOMINEES

ACT

MAYLYN SALINDO
THERESA ROBERTS

NSW

ADEN OMAR
ALICIA HEPPER
ALISHA O'BRIEN
BRENDA HEAD
BRITTANY SHEPHERD
CHARMAINE BLACKETT
CHARMAINE SANCHEZ
CHRISTIE BELLENGER
CHRISTINE CHO
CORINNE TIFFIN
CRISTY HARRIS
DANCY HANNAFORD
DANIELLE BATES
DEBRA MAGIN
DENISE MCKENZIE
EMMA DONNEY
EMMA LOW
ERUM SOHAIL
FARZANA ABDI
HELEN WALKER
HEYAME NAHLE
HINGANO MATALE
HYUN JIN JUN
ILHAM GAMILDJEN
JACINTA SARGENT
JACLYN ABOU ZEID
JANESE MCGOWN
JEMMA JESIOLOWSKI
JENNIFER HOOPER
JESSICA BOURKE
JUAN HONG LI
JULI ASLIN
JULIANN GULYAS
JULIE HUNTER
JULIE PARNHAM
KAREN BEECH
KAREN COMPTON
KAREN SEYMOUR
KATIE GRIFFITHS
KEISHA HAPE
KERRY NOVKOVIC
KERRY PATTERSON
KIM HARTE

KIM NGUYEN
KIM RODWELL
KRISTY BANNISTER
KRISTY ELKS
KYLIE BERRY
KYLIE VISINTIN
LAUREN HALLS
LISA BARKER
LISA JEAN
LISA STATHAKIS
LISA SUSZEK
MALLISA GAYDON
MARIE BROADBENT
MARTINA HRIBAR
MAUREEN COLEMAN
MEGAN BURFORD
MEGAN DAWSON
MEGAN HARGOUS
MEGAN PETROLO
MELISSA WILSON
MIA DANIELS
MICHELLE BRENDISH
MICHELLE CAPEWELL
NARELLE ROWE
NICOLE MURPHY
PEARL PING ZANG
RACHAEL BARROW
RACHAEL DEEB
RENEE LONG
ROMAYNE HOYLE
RUTH MCGUIRE
SAMANTHA DANIELS
SAMANTHA MALONE
SAMANTHA SHEPHERD
SIMONE PYMBLE
STACEY SMITH
SYLVIA FAN
TAMARA LAMPE
TRACY GOSSON
VERONICA ASSAF
VICTORIA FARROW
WENDY FENN
YASMIN HUSSAIN
YOUNG KIM

NT

BARBARA SORENSEN
KARLENE RANDS

QLD

ADMIRA KAMARA
ALICIA CAMAGE
AMY PACE
ANDREW RICHARDS
ANGELA STEINBERG
APRIL EATON
AROKA TE WAAKA
BRIANA SIMPSON
CARLA WILKINSON
CARLYON BRUNKER
CASEY DOWD
CATHIE HEALY
CATHY NICHOLSON
DEANA BLOOM
DELAVILLE KIWI KIWI
DONNA O'SHEA
ELIZABETH BISSHOP
EMMA HICKEY
FRANCES WRIGHT
GAIL NEUMANN
HILARY ROWE
JESSICA HUNOLD
JOANNE YOUNG
JULIAN GAFFNEY
KARLEIGH SOPPA
KARREN THORPE
KAT HARTIGAN
KATRINA BRYANT
KELLY MILLS
KYLIE SMITH
LEONIE HARCH
LINDA CLAXTON
LIZ COOPER
LUA JIM BONE
MELANIE ROWE
MELISSA JENKINS
MICHELLE GLOWKA
MICHELLE OUTRAM
MIRANDA HOWE
NASIYA ABDALLA
RACHAEL BLAKE
RACHAEL OLSZEWSKI
RENEE SMITH
RHONDA CHETCUTI
RICKY FAIZDEEN
SHARON RICHARDS
SHELLY PORTCH

STEFANIE PINWILL
SUE CORKE
SUE DUFFY
TAMMY VARGAS
TEGAN MORRIS
TRACEY THOMAS
TRUDI JOLLIFFE
VICTORIA EDMOND
YVONNE STEWART
ZEE WISHART
ZOE BRANDSEN

SA

CASSANDRA ALDERSON
ELIZABETH HUDSON
HANNAH GRIFFITHS
HEIDI MORRIS
ISABEL FUENTES
KATE KASAPPIS
LARA KIEFNER
LEAH STUART-DOUGLAS
LISA FRICK
LYN RUSHWORTH
MICHELLE RICHTER
NAOMI ROBERTSON
NOEL JENSEN
RENEE NEVILLE
SARAH RAYMOND
TAMMARA ALLISON
TRACY CRIPPS

TAS

CHANTELLE CONRADES
GEORGIA WALTERS
HANNAH SMITH
KAREN BANKS
LAWRICE JACK
MAXINE BURR
NATALIA MCNALLY

VIC

ALPANA DANGRA
AMBER ZAHID
APARNA SAHA
ASMA AMIR

AWAK DAVIDSON
BARNES DANI
BREE PERKS
BROOKE TOPOUZAKIS
CANDICE WHYTE
CAROLINE HALLIDAY
CAROLYN PATERSON
CAROLYNNE LE PAGE
CHRIS GABRIEL
CLAIRE VINICOMBE
DANI BARNES
DEBORAH NOBLE
DONA COLLURAGE
DONNA KLITSCHER
EMMA SURIDGE
FIONA JARDINE
FOROUGH JAMAREH
HA DAO
HEATHER BLAIR
HUMA EHSAN
INOKA NAKANDALA
JANETTE CAMUTI
JO SHEEHAN
JULIE METSELAAR
KATHI HEWITSON
KAUSHIKABAHEN JOSHI
KIRAN SHAH
LAURA HEWITSON
LAUREN BAILEY
LITSA COGLIANDRO
LYNSEY CHEN
MANJU PATHAK
MARAM ALATHEERY
MEENU SHARMA
MEL MARSH
MENGJIN LIN
MONICA RAMPERTSHAMMER
NATALIE O'DATH
NATASHA DE JONG
NEDA EGHTERAFI
OLIVIA MOLLER
PEPPI HERRERA
RAMA HAIDERI
REBECCA BROWN
REBECCA FITZPATRICK
REBECCA FOSTER
RIYA MALCOLM
ROXANNE CARUANA
RUMAISAH FAHAD

SALLY ANN MCROBB
SALLY STANEK
SAM TILDESLEY
SAMANTHA TILDESLEY
SARAH DAWSON
SARAH HYDE
SUE ROMEY
TAMARRA TIE
TERESA EBEJER
THAM PHAN
THAO PHAN
UDYANI GAJAMANGE
VIVIENNE PATTERSON

WA

ABBY THORP
BROOKE CLARKE
DAWSON PAULA-MARIE
DEANNA BANTUM
ERIN KEENAN
EUNHA LEE
EVALINE GBONDO
GWEN COOKE
HELEN MACBETH
HELEN MILES
HITASHA JESWANI
JAC CONDREN
JO CHAPMAN
JO GEORGIOU
JOANNE CHAPMAN
JOY ALDER
KARINA CLARK
KATIE WAUDBY
LEA MAJOR
LOUELLA PYKE
MATHEUS GARDE
MONICA JOHNSON
MUGDHA THAPAR
SAMANTHA FOLAN
SAMANTHA SMEDLEY
SARAH BAYLISS-HIGGINS
SHARON PALUMBO
STACEY JONES
TAMMY BESWICK

SERVICE NOMINEES

ACT

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

NSW

24/7 FAMILY DAY CARE
ALL AREAS FAMILY DAY CARE
AROUND THE CLOCK FAMILY DAY CARE
ARTARMON FAMILY DAY CARE
AUSSCOT FAMILY DAY CARE
BALLINA-BYRON FAMILY DAY CARE
BARAKAT FAMILY DAY CARE
BAULKHAM HILLS FAMILY DAY CARE
BEGA VALLEY FAMILY DAY CARE
CABONNE FAMILY DAY CARE
CARES "R" US FAMILY DAY CARE SCHEME
CASS FAMILY DAY CARE
CCA FAMILY DAY CARE
COASTWIDE FAMILY DAY CARE
COWRA FAMILY DAY CARE
EARLY YEARS CARE
EUROBODALLA FAMILY DAY CARE
FIVE STAR FAMILY DAY CARE
FLYING START FAMILY DAY CARE SCHEME
GABRIEL'S FAMILY DAY CARE
GOULBURN FAMILY DAY CARE
GREAT WESTERN FAMILY DAY CARE
GUNNEDAH FAMILY DAY CARE
HEE MANG FAMILY DAY CARE SCHEME
ILLAWARRA FAMILY DAY CARE
INNER WEST FAMILY DAY CARE
INTEREACH FAMILY DAY CARE
KIDDIEWINK FDC
KIDZONE FAMILY DAY CARE

LITTLE OZ KIDS FAMILY DAY CARE
LITTLE STAR FDC SCHEME
MAITLAND FAMILY DAY CARE SCHEME
MID COAST FAMILY DAY CARE
MY HOME YOUR HOME FAMILY DAY CARE
NAMBUCCA VALLEY FAMILY DAY CARE
NATURAL CHOICE FAMILY DAY CARE
POLARIS FAMILY DAY CARE
RAINBOW BRIDGE FAMILY DAY CARE
THRIVE KIDS FAMILY DAY CARE

NT

KENTISH FAMILY DAY CARE

QLD

AMANA KIDS FAMILY DAY CARE
AT HOME FAMILY DAY CARE SCHEME
BEAUCARE FAMILY DAY CARE
BEENLEIGH FAMILY DAY CARE
BINDARRA FAMILY DAY CARE
BOONAH & DISTRICT FAMILY DAY CARE
BOWEN/COLLINSVILLE FAMILY DAY CARE SCHEME
BUILDING FUTURES CARE
BUSY BUTTERFLIES EDUCATION AND CARE SERVICE
CARINBUNDI KIDS FAMILY DAY CARE
CHOICES FAMILY DAY CARE
EMPOWERED FAMILY DAY CARE SERVICE
ENHANCE FAMILY DAY CARE
EXCELLENCE IN CARE FAMILY DAY CARE SCHEME
FLAMINGO FAMILY DAY CARE
FRASER COAST FAMILY DAY CARE
GOONDWINDI & DISTRICT FAMILY DAY CARE SCHEME
HOLISTIC APPROACH FAMILY DAY CARE SCHEME
KATH DICKSON FAMILY DAY CARE METROPOLITAN
HBS

KIDS AT HOME FAMILY DAY CARE
MARLIN COAST FAMILY DAY CARE
MINI MIRACLES FAMILY DAY CARE
NURTURING FAMILY DAY CARE
PEACE OF MIND FAMILY DAY CARE
RAINBOW BRIDGE FAMILY DAY CARE
SOUTHERN CROSS FAMILY DAY CARE
TOWNSVILLE INNER CITY FAMILY DAY CARE
SCHEME
WHITSUNDAY SHIRE FAMILY DAY CARE SCHEME
WYNNUM FAMILY DAY CARE

SA

FOUNDATIONS FAMILY DAY CARE
NORTHSIDE FAMILY DAY CARE SCHEME
WEST COUNTRY FAMILY DAY CARE SCHEME

TAS

ADVENTURE PATCH FAMILY DAY CARE
FAMILY DAY CARE TASMANIA

VIC

BAMBINI CHILD CARE SERVICES
BAW BAW SHIRE FAMILY DAY CARE
BENDIGO FAMILY DAY CARE
BRIGHT SUN FAMILY DAY CARE
CHEEKY PANDAS FAMILY DAYCARE
DANDENONG FAMILY DAY CARE
FOUNDATIONS FAMILY DAY CARE
HAPPY CAMPERS FAMILY DAY CARE
HOLISTIC APPROACH FAMILY DAY CARE SCHEME
IGNITE MINDS
KIDS INDIVIDUAL DAYCARE SOLUTIONS
LETS GO FAMILY DAY CARE

LIL' ANGELS FAMILY DAY CARE
LITTLE HEAVEN FDCS
LITTLE TINKERS FAMILY DAY CARE
MELTON CITY COUNCIL FAMILY DAY CARE
MILDURA FAMILY DAY CARE
PINK LOTUS FAMILY DAY CARE
PRECIOUS STARS FAMILY DAY CARE
RAINBOW DREAMS FAMILY DAY CARE
SHINING STARS FAMILY DAY CARE SERVICES
UNITING FAMILY DAY CARE - GIPPSLAND
UNITING FAMILY DAY CARE - WIMMERA
V.I.P. FAMILY DAY CARE
VICSEG NEW FUTURES FAMILY DAY CARE
WATTLE TREE FAMILY DAY CARE
WINDERMERE FAMILY DAY CARE
WYNDHAM EARLY LEARNING FAMILY DAY CARE

WA

ALPHA FAMILY DAY CARE SERVICES
AUSSIE KIDZ FAMILY DAY CARE SERVICE
CITY OF COCKBURN FAMILY DAY CARE
COMMUNITY VISION FAMILY DAY CARE SERVICE
CONNECTIONS FAMILY DAY CARE COORDINATION
UNIT
ELITE FAMILY DAY CARE
EXCELL ACADEMY
GARDEN PLAY FAMILY DAY CARE SERVICE
KIDZ PLANET FAMILY DAY CARE
KOOLANGA FAMILY DAY CARE SERVICE
NATURE ALLIANCE FAMILY DAY CARE SERVICE
NECTAR FAMILY DAY CARE SERVICE
RIGHTWAY LEARNING FAMILY DAY CARE
WHITE GUM FAMILY DAY CARE SERVICE
WILLI WAG TAILS FAMILY DAY CARE SERVICES



BUSINESS INSIGHTS

Reducing the risk - burn safety

Did you know that over 76% of burns occur in the home, with almost all of them being unintentional? Most, if not all, unintentional burn injuries are preventable and there are simple steps you can take to reduce the risk of burns within your practice.



Burn injuries are one of the top three causes of unintentional injuries in children under the age of 5 in Australia.

This article will cover the most common types of burns for children and will provide simple safety tips to incorporate into your practice to help start to reduce the risk. The information has been developed using resources by Kidsafe, the Child Accident Prevention Foundation of Australia, who aims to make a safer world for kids.

Scalds

Scalds are burns that are caused by hot liquids or steam contacting the skin. Common causes of scalds include hot drinks, such as tea and coffee, as well as bowls of hot noodles or soup. Young children are particularly vulnerable to scalds on their face, hands, arms and chest if they reach for hot liquids within their grasp, often from benches or tables above them.



Scalds are the most common types of burns, accounting for over half of all burn injuries.

Young children can also sustain burns in the mouth and throat through drinking liquids that are too hot. Because babies and young children have thinner skin, their skin burns deeper, quicker and at lower temperatures compared to adults.

To reduce the risk of scalds, consider the following safety suggestions:

- Never hold a baby while consuming a hot drink.
- Avoid consuming hot drinks when around children, particularly if they are running and playing. Place all hot beverages out of reach from children, moving cups away from the edge of counters or tables. Where possible, use a cup with a lid to prevent spills.
- During excursions to cafes, ask waiters not to pass hot drinks over children, move hot items away from children's reach and avoid reaching across tables where hot drinks could be accidentally knocked over.
- Test any hot food to ensure it is a safe temperature before serving it to children and drain any hot liquid from noodles.
- Take care when heating baby bottles and avoid using a microwave, as this can create hot spots.
- Check the temperature of the hot water in your home. Setting the water heater to a maximum of 50°C can significantly reduce the severity of burns.
- When supervising mixed age groups, ensure younger children are always kept at a safe distance from cooking areas, and older children are educated on safe practices.

Contact burns

Contact burns, sustained from touching hot surfaces, are the second most common type of burns within the home. The risk increases in winter with the increased use of heaters and fires.

To reduce the risk of contact burns:

- Use safety guards around fireplaces, stoves and heaters.
- Always supervise children around heaters, open fires and candles.
- When in the kitchen, move hot cooking equipment, such as saucepans, to the back of the stove and keep children away from the area.
- Ensure all electrical equipment that heats up, such as kettles, irons and hair straighteners, are unplugged after use and put away or out of reach from children.
- Secure all electrical cords to prevent younger children from pulling them down or playing with them.

Friction burns

Friction burns are caused when the skin rubs aggressively against any hard or rough surface such as carpets, other floor surfaces or playground surfaces. Injuries caused by friction are usually both an abrasion and a heat burn and often occur from falls, such as from using a bicycle, scooter or skateboard. Friction burns can be quite painful due to the large number of nerve endings which have been exposed to the air.

Prevent friction burns by:

- Encouraging children to wear long sleeves and pants when using a small wheeled device.
- Ensure children use appropriate safety gear, such as knee, wrist and elbow protection.

If the burn contains foreign material, such as dirt, it should be removed by a doctor or other health professional and the wound should be covered to avoid infection.

Gold standard of burn first aid

Burn injuries can continue to burn the skin for up to 2-3 hours after the initial incident so it's vital to cool the burn area effectively to prevent further damage. First aid can reduce the severity of the burn even if administered up to 2-3 hours after the burn impact. Treating burns quickly, with the appropriate first aid, can reduce the severity of the injury and shorten the recovery time.



Applying cool running water to the burn for 20 minutes within the first hour of injury will help stop the burning process and begin to cool the burn.

Follow the steps as the 'gold standard' of burns first aid:

- **Prevent** – take action to prevent burn and scald injuries to yourself and others.
- **Remove** – remove yourself and the child from danger. Carefully remove any clothing, jewellery



No running water? You can still administer burns first aid.

If you are out on an excursion and don't have access to running water, you can administer these three alternatives:

- Bottles of water to cool the burn.
- Applying alternating wet cloths to the burn every 30 seconds (re-wet as needed to keep cool).
- A spray bottle filled with water.

When planning outings, consider the environment you will be visiting and be prepared by packing first aid supplies to respond quickly if a burn injury occurs.



Home remedies such as ice, butter, tomatoes, or toothpaste should never be used as they can cause more damage.

or nappies from the burn area unless they are stuck to the skin.

- **Cool** – place the burn under cool running water for twenty minutes. Never place ice, oil or butter on the burn.
- **Cover** – protect the burn with a clean, non-stick dressing.
- **Seek** – seek medical attention if the burn or scald is on the face, hands, lap or feet, is larger than a 20-cent piece or is blistered.



Sunburn

We all know how easy it can be to get sunburnt in Australia! Sunburn can occur in less than 15 minutes on a clear summer day during peak UV time, typically between 10am - 2pm (or 11am-3pm during daylight saving time). Children have more sensitive skin than adults so it's vital that appropriate clothing and sun protection is used.

To reduce the risk of sunburn:

- Use hats, sunglasses and sunscreen spf50+, even for short periods outdoors.
- Stay in the shade as much as possible and plan activities to avoid sun exposure.
- Keep older children informed about sun safety practices and supervise younger children closely to ensure they are adequately protected.

Sunburn symptoms include reddening of the skin, localised pain and possibly blisters. Skin redness

usually appears within 2 to 6 hours of exposure and can continue to develop for the next 24 to 72 hours. Severe sunburn may also cause dizziness, nausea or headaches. Medical assistance should be sought if these symptoms occur.

Suggested first aid for sunburn includes:

- Keeping the affected area out of the sun to avoid further damage.
- Cooling the skin with cold compresses or cool showers.
- Drinking plenty of fluids to avoid dehydration.

Communicating with Parents

Regularly share burn prevention strategies with parents to ensure safety practices extend beyond your family day care settings. Discuss the importance of supervising children around hot surfaces, ensuring safe temperatures of food and drink and storing household chemicals out of reach. Keeping an open dialogue

with parents helps reinforce consistent safety practices across the home and in the care environment.

For more information on preventing burns and first aid, visit the Kidsafe website at <https://kidsafe.com.au>.



References and more information:

[NBAM Burns Information Guide](#)

[Burns Registry of Australia and New Zealand Annual Report, July 1 2022 - June 30 2023, Paediatrics \(<16 years of age\)](#)

[Kidsafe Family Day Care Safety Guidelines 2020](#)



Dollars and Sense

with Ben Mueller

SHOULD I SPEND MONEY TO SAVE TAX?

We all want to pay as little tax as possible because the less tax you pay, the more of your hard-earned income you keep.

Since tax is paid on your taxable income or profit from your daycare, the more expenses you can claim to reduce your income, the less tax you will pay.

It might seem logical to spend more on tax-deductible items to minimise your tax. However, buying resources or other items solely to save tax may not always be the smartest choice.

EXAMPLE

Caitlin has a family day care and her business earns a taxable profit of \$50,000. She spends an additional \$1,000 on tax-deductible items, and will save approximately \$300 in tax.

While the \$300 tax saving might seem beneficial, if the items Caitlin purchased were unnecessary or did not add value to her business, she effectively loses the remaining \$700.

If you're wondering what purchases you can make to minimise your tax, consider these questions first:

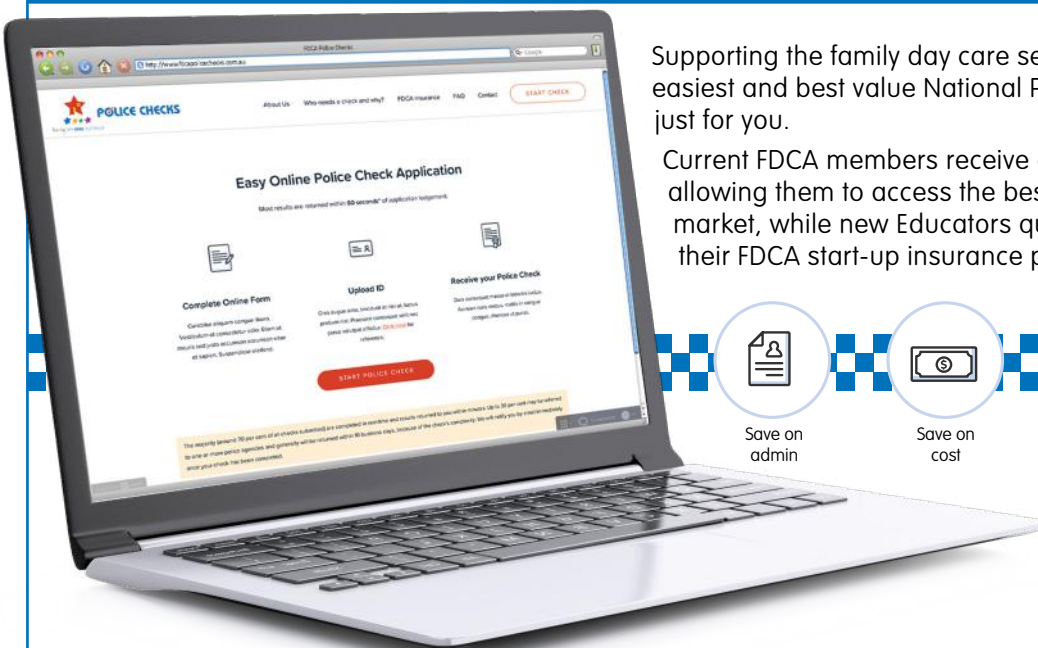
1. Is the item or service essential for operating my business, and would I purchase it regardless of its tax deductibility?
2. Will the item or service add value to my business and create opportunities to increase my income?

If the answer is yes to either question, then consider the tax implications and how or when to purchase the item in the most tax-effective manner.

Don't shortchange yourself in pursuit of reducing your tax bill.

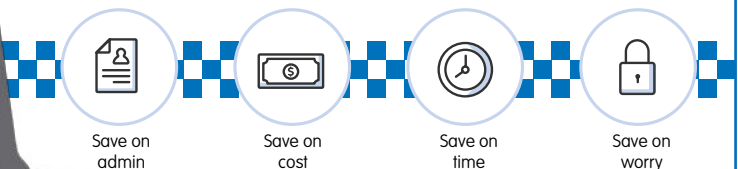
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Professional boundaries

and difficult conversations



... boundaries are actually a relational gift. They act as your personal instruction manual for how to respect and care for you. Dr Rebecca Ray, [Empowered boundaries for educators](#).

Dr Ray continues to tell us that boundaries help take away the guesswork for how people can interact in relationships with you. When we set, communicate and maintain our boundaries, we provide the framework for others to know what to do and what to avoid, to support our psychological safety.

A key relationship for educators is our partnerships with families. For this reason, it is vital to establish professional boundaries that navigate the scope of our role. This might look like guidelines that we use to ethically balance professionalism and empathy in our daily interactions. Boundaries reflect the personal resources that we hold within our metaphorical 'giving tank'. Being aware of what we have available in our 'giving tank' ensures that we balance our partnerships with families and our personal wellbeing.

An example of a professional boundary in practice is managing and responding to conversations with families that may be difficult. Being prepared for a conversation is something we can all do, and it all begins with this simple framework.

STOP

Stopping allows us to prioritise wellbeing and can put us in a better



Learn more in the [Be You Assist module](#).

position to assist families. Stopping encourages educators to stop and listen to the family, focus on the current situation and consider the question that is being asked.

Do I feel prepared to have the conversation?

- What are my boundaries around this conversation topic? What options are there for support with maintaining my boundaries?
- When is the right time for this conversation?

REFLECT

Reflecting allows us to consider and tailor the appropriate support that will meet the family's specific needs, whilst considering the scope of our role and personal wellbeing.

What do I need to support myself in this conversation?

- How long do I need to prepare for this conversation whilst being responsive to the family?
- What support is within my role? What external support options can I provide in support of the family?

ACT

Acting addresses the question after considering previous reflections. When discussing concerns, using a strengths-based approach encourages educators to acknowledge feelings and experiences, offer support, follow up and follow through.

Am I prepared for this conversation?

- What support do I have within my organisation?
- What frameworks and policy documents could offer guidance and support?

Boundaries empower you in your relationships with others by ensuring that you are not giving away your choices. They define what you are comfortable with and what you need from others to support everyone's wellbeing. The Stop, Reflect, Act model is a practical way to support educators in taking the time to consider boundaries when engaging in conversations that may be difficult.



The heart truth is that boundaries are the kindest things that we can offer each other to thrive both personally and professionally. Dr Rebecca Ray



With delivery partners



Funded by



Be You is the national mental health in education initiative delivered by Beyond Blue, in collaboration with Early Childhood Australia and headspace, supporting early learning services and schools to implement a whole learning approach to mental health and wellbeing.

Early Childhood Australia's Be You team are a diverse team of professionals who are committed to promoting the implementation of positive mental health and wellbeing in the early childhood sector.



StartingBlocks.gov.au

resources for FDC families

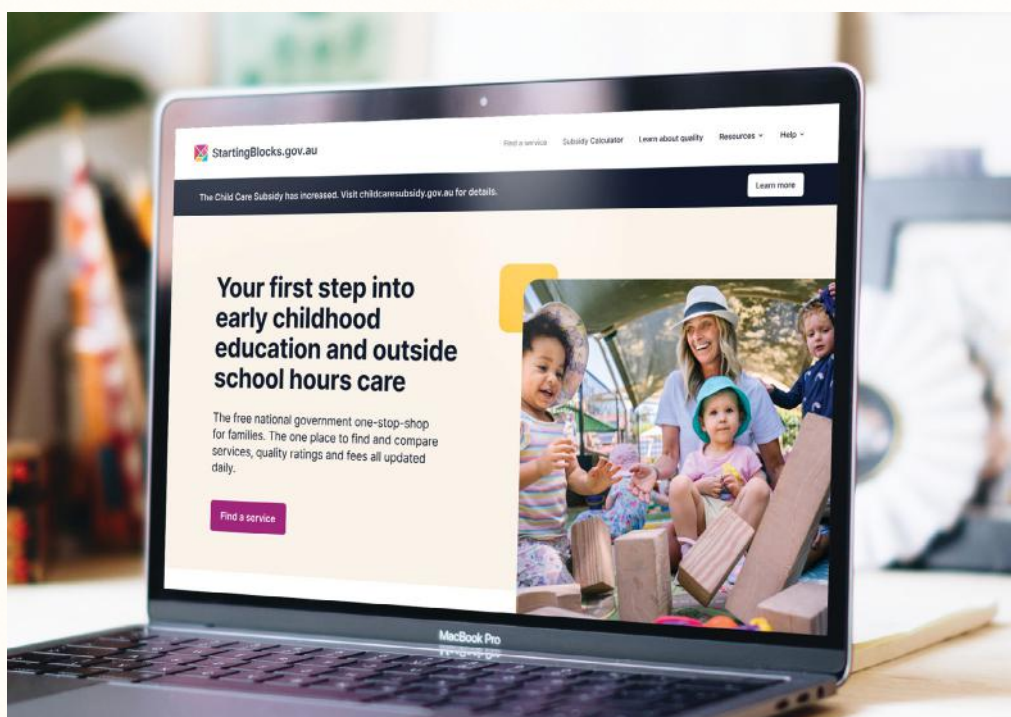
StartingBlocks.gov.au is the Australian Children's Education and Care Quality Authority's (ACECQA) family focused website, and we encourage families to visit it to find out about quality education and care.

Since launch in 2015, StartingBlocks.gov.au has grown to become Australia's free government website for families and communities to find and compare services by quality ratings, fees, vacancies and inclusions.

We provide families with trusted information, all in one place, featuring a wealth of information on a wide variety of childcare and parenting topics, including:

- what to expect from an early childhood education and care service
- starting to use an early childhood education or outside school hours care service
- what can be done at home to encourage children's learning and development
- estimating your Child Care Subsidy (CCS) entitlements.

Now it's even better since relaunch in March 2024 with new features and resources. The new design is informed by families user experiences, so that we keep meeting their needs and supporting their decision making. If you also use the information and resources on our ACECQA website (www.acecqa.gov.au) you'll notice we've refreshed its design as well.



The StartingBlocks.gov.au [Resources area](#) contains a growing suite of free accessible articles and engaging videos to support families with young children. If you have a topic in mind, you can use the search function to quickly find all related information and guides. There are plenty of resources relevant for family day care families, educators, services and providers.

The Resource articles are available in two main categories:

- Attending a service
- Your child's development

Attending a service

On this page, you'll find information on our national regulatory system, service quality ratings, health and safety, educational programs, what to expect and transition to school. These resources cover all service types, including family day care, and explain what they offer. For example:

Choosing a service

- [Understanding the National Quality Standard](#)
- [The assessment and rating process](#)



- [Service quality ratings](#)
- [What does a quality early learning service look like?](#)
- [Types of childrens education and care services](#)
- [Choosing between family day care and long day care](#)

Supporting your child through early childhood education and care

- [Developing children's positive behaviour in early learning](#)
- [Supporting children during transitions](#)
- [Transition to school](#)

Health and safety in services

- [How services ensure good hygiene](#)
- [Managing illnesses in services](#)
- [Managing additional health needs in services](#)
- [What should I see on display at my service?](#)

Educational programs

- [The importance of play in children's learning and development](#)
- [Educational programs in early education and care services](#)
- [Educational programs for children and young people in school age care](#)
- [What is STEM and why is it important?](#)

This page also features articles comparing types of services, such as the difference between family day care and long day care. Families can even learn what children might be expected to wear at an early learning service and how services support good nutrition.

Your child's development

The early years of life are one of the periods of greatest brain development. Building a strong foundation in the early years increases the probability of positive outcomes for children in school and through to adulthood.

On the Your child's development page, you'll find tips and information about supporting your child's learning, getting into a routine and the importance of play. These resources cover all service types, including family day care. For example:

- [Talking and reading with babies](#)
- [Pros and cons of letting your child watch tv](#)
- [Toilet training your child](#)

We also share home based activity ideas for a wide range of children's ages and even tips for modelling good screen practices.

Our library of resources will continue to grow as we remain committed to children having the

best start in life through quality early childhood education and care.

Tools

In addition to these resources, the StartingBlocks.gov.au website features the Find Child Care tool and the Child Care Subsidy (CCS) Calculator tool.

The Find Child Care tool enables families to find, compare and shortlist services based on fees, vacancies, quality ratings and inclusions. They can filter search results by the family day care service type and copy a link to the service information page to share. Some family day care services use this link to market their service on Facebook. For family day care services, the scheme coordination office is listed for families to find and contact available family day care educators.

The Child Care Subsidy (CCS) Calculator tool helps families estimate the amount of CCS they are eligible for and their out of pocket costs. When they start using this popular tool, they select the type of service their child will be attending from a list which includes family day care.

Follow StartingBlocks.gov.au on [Facebook](#) or [Instagram](#) to stay updated on the latest tips and guidance, brought to you by ACECQA.

Red Nose champions new **Safe Sleep Standards in Australia** addressing the risks of inclined sleep



When it comes to baby sleep products like inclined sleepers, rockers, or bassinets, family day care educators and parents alike may find themselves asking important questions: is it safe for a baby to sleep in an inclined position? If a baby falls asleep in this product, will they be safe and comfortable for long periods?

The newly introduced safety and information standards for infant sleep products are now at the forefront of such considerations. These standards aim to ensure that babies sleep in the safest environments possible, a firm and flat, sleep surface with no tilt or incline.

What is an inclined sleep surface and why is it dangerous?

An inclined sleep surface refers to any sleep product designed with a sloped angle, where the baby's head and upper body are elevated higher than their lower body. This slope can range in degree, but products that incline more than seven degrees are dangerous to a baby by restricting the airway.

Why isn't it safe?

When a baby is placed on an inclined surface, their body naturally shifts downward. This can cause the weight of the head to tilt forward, potentially leading to a restricted airway, which can obstruct their breathing and increase the risk of suffocation. Furthermore, the lack of support for their developing muscles means that they are unable to reposition themselves safely if they begin to

struggle to breathe. Despite being marketed as sleep aids, these products are not safe and have been linked to several infant deaths.

Inclined sleepers: a major safety concern

Red Nose has long advocated against the use of inclined baby products for sleep. In fact, Red Nose recently warned about the dangers of inclined sleepers, which are designed with a sloped surface that allows babies to sleep at an angle. Products like these may cause a baby's head to tilt forward, potentially blocking their airway and increasing the risk of suffocation. Despite being marketed as safe, these products have been linked to infant deaths.

That's why Red Nose welcomes the new rules on safety and information standards for infant sleep products. The new standards ensure that all sleep products - such as bassinet, cots, and mattresses - are safe and flat. No infant sleep product should have an inclined surface greater than seven degrees, and no product should include restraint systems, harnesses, or straps.

What Does This Mean for Carers?

While it might seem convenient to leave a baby in a car capsule, pusher, or bouncer after they fall asleep, it's important to remember that these are not safe sleep environments and not supported by ACECQA's Sleep and Rest legislation requirements. Babies should always be transferred to a firm, flat, and clear sleep surface as soon as possible.

Red Nose's Six Safe Sleep Tips for Carers

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. Safe sleeping environment night and day.
5. Sleep baby in their own safe sleep space in the same room as their parent or caregiver for at least the first six months.
6. Breastfeed baby if possible.

To learn more about Red Nose's best practice recommendations for safe sleep visit [our eLearning page](#), which is designed specifically for early childhood educators. It is based on the latest scientific evidence and developed by our experts to help keep the babies in your care safe.

Or call the Red Nose Safe Sleep Advice for Parents, Carers on 1300 998 698 during business hours or email education@rednose.org.au.

Visit the Product Safety Standards on sleep related hazards: [Sleep related hazards for infants | Product Safety Australia](#).

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**Early Childhood
Australia**
A voice for young children



Grab a Cuppa

The "Grab a Cuppa" Concept

To develop this series, members from across the country reached out to share their unique stories and perspectives with us, outline their journey in the sector and tell us a little bit about what a day in their shoes is like.

GET TO KNOW

Cecile A. Miel

Kentish Family Day Care
Darwin, NT

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

I have been an educator at Immaculate Heart Family Day Care NT since 2018. Our service is located in Darwin Northern Territory Australia.

Can you tell us a little bit about your background in the early childhood sector?

The journey started in 2009 when I arrived in Australia. I worked as a Team leader in different services across Darwin where I was fortunate to meet many experienced educators who influenced and shaped my pedagogy and philosophy as both a person and as an educator. Having a background in teaching sciences and special education overseas, I was able to finish my early childhood qualification in Charles Darwin University years later.

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

My own children have also asked me this, "Why chose family day care?" My response is always the same. "My heart is big enough. There is always room for other children. Our home is big enough. There is always room for other people". Today, we are running a mixed program of family day care, Out of School Hours Care and Out of Home Care.

What has your family day care been up to lately?

Our children have been so busy, especially during the school holidays. Every day was an



adventure!
We went to the cinemas, bushwalking, fishing and ice skating. The children visited the local library, museum and the wildlife

park. They also visited a dental clinic.

We also welcomed many visitors to our day care. The Torres Strait performers Uppai Purri taught our children traditional dances. We also welcomed Uncle Dale from Dingo Cockatoo who facilitated animal encounters and ochre painting. We had didgeridoo music and "Cleansing" with Uncle Les, a traditional artist from Roper River NT. Our children also welcomed our wonderful Kentish CEO and other family day care services for a play group.



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

Our family day care is known for its holistic approach to education. We are also known for embedding Aboriginal and Torres Strait Islander Cultures in our curriculum. We have been privileged to be invited to the 2022 FDCA National Conference in Hobart, 2023 Early Childhood Australia (ECA) National Conference in Adelaide and the 2024 ECA National Conference in Brisbane.

What do you like to do when you're not working?

Every day when work is finished, I usually spend the afternoon watering the garden or going for a walk. I call it "nature time". I lock my phone away and don't entertain anymore more calls after hours. I value my weekends as very sacred. That is the time for my family and for my faith.

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

"The road to success is rough, you have to pave it yourself". Welcome each day as it comes. Stay safe and happy. Believe it or not, our children are learning in every direction. The children can "read" us. If you're

happy or you're stressed the children can sense that. Our role is very critical in the lives of the children. When done right, family day care is the best scheme there is for early childhood. Make it count.

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

The biggest change that I have seen so far is the emphasis on safety and documentation. When I started in 2019, I had to fence my roses and cut all my thorny plants. I could not set up an obstacle course higher than my knee. I advocated for risk associated play, attended professional development in risky play and I have then incorporated that in my curriculum. With the correct documentation, I was able to facilitate activities such as cooking with real fires, building a tree house, having animals in my day care, encounters with water and facilitated excursions with our children. It is a massive and rapidly changing world. Our role as educators is to equip our children with life's tools to be ready and to be resilient.

What is the best advice you have received yourself?

"Be a Kentish educator". That was the best advice ever. I established and maintained genuine relationships with Kentish staff and educators. It is great to feel loved and belong. Where I am right now and what future I hold I owe it to my own family and Kentish who accepted me in the first place.

What has been the highlight of your career so far?

The highlight of my career so far is that I have been able to meet and network with many First Nations Peoples. Just being able to share the land with them is a gift that my family will treasure forever. Being an ECA National Speaker for three consecutive years and being a National finalist in FDCA last year were merely a bonus.



GET TO KNOW

Nambucca Valley Family Day Care

Nambucca Heads, NSW

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

Nambucca Valley Family Day Care has been operational for over 30 years in the Nambucca Valley and surrounds. We are located on the Mid North Coast of New South Wales.

We currently have Family Day Care Services in the Nambucca Valley, Bellingen Shire, Clarence Valley and Coffs Harbour local government areas.

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

The role of our Coordination Unit is to mentor and support our educators with the delivery of inspirational education and care services.

We are very proud of our service, and we see our diverse range of educators as our biggest strength.

Our team has a strong background in early childhood education services from long day care,

preschool, playgroups, OSHC, and family day care.

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

The community engagement opportunities and meaningful connections with children and families is what makes family day care so unique. Family day care has smaller groups and mixed ages that creates a family atmosphere while offering quality education.

Smaller settings enable children to be truly nurtured and their education developed and shared with their families.

The relationships that are formed between a family day care educators, their families and the wider community is quite profound.

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

Our service has had the most amazing year this year. We have gone through Assessment and Rating. To date it has been our most

successful Assessment and Rating so far!

Our whole process with the preparation and the actual visit was more than positive and the highlight for us is the growth in confidence that we are seeing from our educators and families who are now sharing the importance of early childhood education and family day care.

Many of our educators have been out and about on excursions which has been an exciting journey for the children in care. For National Simultaneous Storytime, one educator and her children went to the local Botanical Gardens to read the chosen book. Whilst on excursion they were treated with a visit from a bowerbird nesting in the gardens.

Other excursions have embraced walking to local playgroups including Sprinkle and Play which is a sensory play playgroup. The educators walked through town and even visited the mechanics on the way home. Family feedback about our excursions has been very



positive and we are working towards engaging more community input and excursions.

What would you say your service is known for?

Nambucca Valley Family Day Care is known for being a supportive service that is passionate about promoting their diverse range of educators. They work beside their educators to encourage and assist in the delivery of quality education and care for families, children and the community.

The team at Nambucca Valley Family Day Care work closely and support their qualified home-based Educators to ensure they provide high quality, home-based, personal and flexible care for their enrolled children.

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

Our team is very family orientated. We spend our weekends with family and friends embracing children's sports, family gatherings, fishing, signing in the local choir, gardening and going to the gym.

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

Believe in yourself and what you have to offer. Every educator is unique and brings different ideas to the table. Embrace your environment and be proud.

What is the best piece of advice you would give to a new Coordinator or Educational Leader?

Be prepared to be amazed every day. Family day care educators are

nothing short of inspirational. Enjoy the journey!

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

Remember the small moments – the ones that leave you speechless.

Not every win needs to be huge.

Is there any other information you'd like to share about your team, your families, your career and your service?

We are very proud of what we have achieved this year. A huge thank you and congratulations to our educators and families!

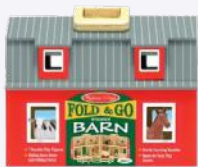


Red Star House

Find the Red Star House and you can win a Melissa & Doug Fold & Go Barn.

Designed for imaginative play, this wooden barn can be used open or closed. Featuring seven farm animals and a ladder, the barn will delight children ages three and over. The set is valued at \$170.45.

Dramatic and imaginative play helps children to develop language and communication skills and promotes creativity and imagination. This beautiful hand-crafted design is made with durable wood and can be folded up and transported using the carry handle. Competition closes 29 November 2024.



congratulations

...to the winners from Issue 105

Find the Red Star House
Hetal Patel, VIC

Sudoku
Miseon Park, WA

Chain Letters
Natalie Grogan, NSW

FUN WITH FDCA



Sudoku

Fruit & Veg Chopping Set

Great for pretend play, the Fruit and Vegetable Chopping Set includes chopping boards, wooden knives and sliceable fruits and vegetables. Featuring Velcro joins, children 18 months and over, will love preparing the orange, lemon, kiwi, strawberry, apple, tomato, mushroom, shallot, capsicum and cucumber for their friends. The set is valued at \$87.95.

Produced using environmentally safe, responsible and sustainable methods, this set is an excellent way to familiarise children with different food options whilst they develop fine motor skills & hand-eye coordination. Competition closes 29 November 2024.

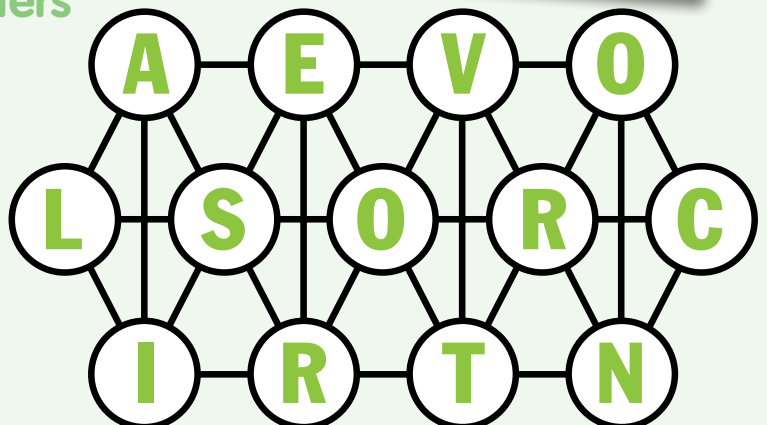
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	7	4	3	9				1
	1	9			7	6		3
		2		3	5	8		6
1	5			6			3	4
3		8	9	7		2		
6		3	7			4	9	
4				8	3	1	6	
								8



Chain Letters

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.

Competition closes 29 November 2024.

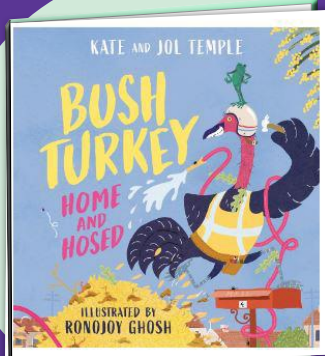
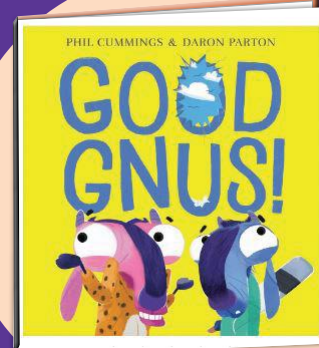




SCHOLASTIC Storytime

GOOD GNUS!

This was a funny full of non-sense book that the children loved. There were few words to a page, but the story continued in the illustrations. Some of the “Gnus” were lost on the children but I had a laugh. We revisited the story and discussed some of the pages. We were even prompted to google what a Gnu was. From that we identified the wild animal friends throughout the book. For such a silly, fun book it actually taught us a lot!

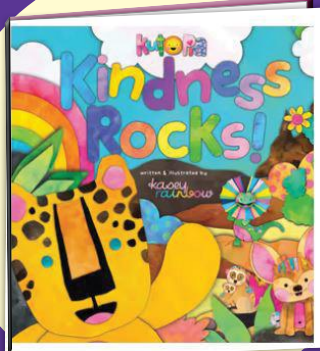
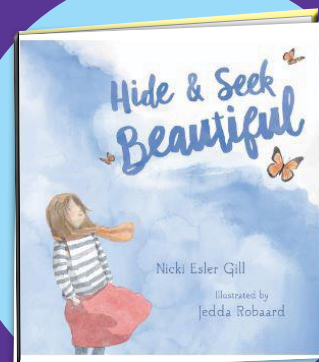


BUSH TURKEY, HOME AND HOSED

The children really enjoyed this story. It is a cleverly written rhyming account of the mischief the Bush Turkey gets up to. The illustrations are colourful and fun, and the length of the story was perfect for little listeners. The children were quick to notice the frog on each page which added an interactive activity to the reading. A very fun book for the youngsters with more meaning and lessons for the older children.

HIDE AND SEEK BEAUTIFUL

I found this book to have beautiful illustrations and a great story about friendship and finding the best in the simplest things. My little listeners were not as engaged with the book as they usually are, they were ages 3 and under. It was a little long so I think this story would best suit the older preschool children in services.



KINDNESS ROCKS

Kindness Rocks was definitely the favourite for both the children and myself. From front to back cover the pages are filled with bright coloured pictures and rhyming sentences to engage even the most restless little listener. The story itself was a fantastic way to show the children different things they can do to be a good friend. The children enjoyed the activity of finding “Sprout” throughout the book. This book provoked some thought and led to further discussions on the topic of friendship, particularly amongst my 3-5 year-olds. I highly recommend!

ABOUT SCHOLASTIC

Scholastic has been the market leader of Australian children’s publishing for over 50 years, bringing the joy of reading to multiple generations of Australian families.

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BOOK REVIEWER:

At Little Sprouts Family Day Care one of our favourite things to do is read stories. We take regular outings to the local library to borrow books and participate in Rock n Rhyme and story time activities. The children love getting new books, so this was such an exciting delivery for us!

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KEYNOTE SPEAKERS



Nathan Wallis



Dr Jana Pittman



Anne Hollonds

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