



STAFFING ARRANGEMENTS POLICY

Our Service aims to engage educators, staff and nominated supervisors who have the qualifications and experience to develop warm, nurturing, and respectful relationships with children. We are committed to ensuring that children's health, safety, and wellbeing is protected at all times through providing appropriate and effective supervision according to legislated ratios and best practice. Our educators, in collaboration with our Educational Leader, design and implement programs that support children's participation and engagement, interests, learning, and development.

NATIONAL QUALITY STANDARD (NQS)

QUALITY AREA 4: STAFFING ARRANGEMENTS		
4.1	Staffing arrangements	Staffing arrangements enhance children's learning and development.
4.1.1	Organisation of Educators	The organisation of Educators across the Service supports children's learning and development.
4.1.2	Continuity of staff	Every effort is made for children to experience continuity of Educators at the Service.
4.2	Professionalism	Management, Educators and staff are collaborative, respectful and ethical.
4.2.1	Professional collaboration	Management, Educators and staff work with mutual respect and collaboratively, and challenge and learn from each other, recognising each other's strengths and skills.
4.2.2	Professional Standards	Professional standards guide practice, interactions and relationships.

EDUCATION AND CARE SERVICES NATIONAL LAW AND NATIONAL REGULATIONS	
56	Notice of addition of nominated supervisor
56A	Notice of change of a nominated supervisor's name or contact details
161	Offence to operate education and care service without nominated supervisor
161A	Offence for nominated supervisor not to meet prescribed minimum requirements
162	Offence to operate education and care service unless responsible person is present

162A	Persons in day-to-day charge and nominated supervisors to have child protection training
169	Offence relating to staffing arrangements
172	Offence to fail to display prescribed information
173	Offence to fail to notify certain circumstances to Regulatory Authority
174	Offence to fail to notify certain information to Regulatory Authority
175	Offence relating to requirement to keep enrolment and other documents
188	Offence to engage person to whom prohibition notice applies
4 (1)	Definitions
10	Meaning of <i>actively working towards</i> a qualification
11	Meaning of <i>in attendance</i> at a centre-based service
13	Meaning of <i>working directly with children</i>
35	Notice of addition of new nominated supervisor
82	Environment to be free from tobacco, vaping devices, vaping substances, drugs and alcohol
83	Staff members and family day care educators not to be affected by alcohol or drugs
84	Awareness of child protection law
117A	Placing a person in day-to-day charge
117B	Minimum requirements for a person in day-to-day charge
117C	Minimum requirements for a nominated supervisor
120	Educators who are under 18 to be supervised
122	Educators must be working directly with children to be included in ratios
123	Educator to child ratios – centre-based services
126	Centre-based services – general educator qualifications
126A	Illness or absence of a qualified educator who is required to meet the relevant educator to child ratio
130	Requirement for early childhood teachers – centre-based services – fewer than 25 approved places
131	Requirement for early childhood teacher—centre-based services—25 or more approved places but fewer than 25 children
132	Requirement for early childhood teacher—centre-based services—25 to 59 children
133	Requirement for early childhood teacher—centre-based services—60 to 80 children
134	Requirement for early childhood teacher—centre-based services—more than 80 children
135	Early childhood teacher illness or absence
136	First Aid qualifications
145	Staff Record
146	Nominated Supervisor
147	Staff Members

148	Educational Leader
149	Volunteers and Students
150	Responsible Person
151	Record of Educators working directly with children
152	Record of access to early childhood teachers
152A	Record of replacement of educator
152B	Record of replacement of early childhood teacher or suitably qualified person
168	Education and care services must have policies and procedures
170	Policies and procedures to be followed
173	Prescribed information to be displayed
174	Time to notify certain circumstances to Regulatory Authority
177	Prescribed enrolment and other documents to be kept by approved provider
239A	Centre-based services in remote and very remote areas—attendance of early childhood teachers
240	Centre-based services in remote and very remote areas – qualifications for educators
241	Persons taken to hold an approved early childhood teaching qualification
242	Persons taken to be early childhood teachers (exc. VIC/ QLD)
243	Persons taken to hold an approved diploma level education and care qualification
243A	Persons taken to hold an approved diploma level education and care qualification for regulation 128 (QLD)
244	Persons taken to hold an approved certificate III level education and care qualification
264	General qualifications for educators—centre-based services (ACT)
272	Early childhood teachers- children preschool age or under (NSW)
358	Working with children check to be read (VIC)
372	Educator to child ratio—pre-kindergarten program or kindergarten program provided by a school
373	Early childhood teachers—pre-kindergarten program or kindergarten program provided by a school
379	Educators required to be early childhood teachers

RELATED POLICIES

CCS Personnel Policy Code of Conduct Policy Child Protection Policy Child Safe Environment Policy Dealing with Complaints Policy Emergency and Evacuation Policy Excursion/Community Engagement Policy Governance Policy	Professional Development Policy Record Keeping and Retention Policy Responsible Person Policy Recruitment Policy Safe Transportation Policy Safe Use of Digital Technologies and Online Environments Policy Sleep and Rest Policy
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Incident, Injury, Trauma and Illness Policy Performance Management Policy Privacy and Confidentiality Policy	Supervision Policy Student, Volunteer and Visitors Policy
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PURPOSE

Under the Education and Care Services National Regulations, the approved provider must ensure that policies and procedures are in place in relation to staffing arrangements (regulation 168) and take reasonable steps to ensure those policies and procedures are followed (ACECQA 2021). To ensure our Service adheres to the Education and Care Services National Regulations we employ educators and staff in compliance with any state specific qualifications and experience, and adhere to regulated educator and child ratios whenever children are educated and cared for.

SCOPE

This policy applies to staff, educators, approved provider, nominated supervisor, management, students, and volunteers at the Service.

IMPLEMENTATION

Our Service is committed to the safety, wellbeing and support of all children and young people in all aspects of operation within our Service. Our Service will comply with the required educators to child ratios, taking into consideration qualification requirements and experience, implement the required staffing requirements and ensure all staff adhere to our Code of Conduct.

All staff must adhere to our child safety policies including *Child Protection, Child Safe Environment and Safe Use of Digital Technologies and Online Environments Policies*. Our Service adopts and aligns with the [National Model Code](#) and guidelines for taking images or videos of children. (See *Safe Use of Digital Technologies and Online Environments Policy*.)

STAFFING ARRANGEMENTS

Under the Education and Care Services National Regulations, the approved provider must ensure the Service meets minimum staffing arrangements including:

- nominating a responsible person to oversee the day-to-day operation of the Service
- employing staff who meet Early Childhood Teaching, Diploma and Certificate III qualifications, anaphylaxis and emergency asthma management training, first aid and child protection training

- adhering to educator to child ratios- minimum number of educators working directly with children
- ensuring an appropriately qualified and experienced educational leader is employed to lead the implementation of the educational program under the approved learning framework
- ensuring each staff member is considered fit and proper to work with children and holds a valid WWCC.

NOMINATED SUPERVISOR

The nominated supervisor is a suitable person appointed by the approved provider who is placed in day-to-day charge of an approved Service. The approved provider must provide sufficient evidence and information to demonstrate compliance to the regulatory authority of the suitability of this person.

Nominated supervisors have a range of responsibilities under the National Law and Regulations including, but not limited to, programming, supervision and safety of children, entry to and exit from the premises, food and beverage, administration of medication, excursions, staffing, sleep, and rest.

The approved provider will:

- ensure a nominated supervisor is nominated for the Service and display the name of the nominated supervisor in a place that is clearly visible to staff, educators, families and visitors
- notify the regulatory authority at least seven days prior to the nominated supervisor starting or as soon as practicable (not more than 14 days after the nominated supervisor has commenced employment in the position).
- ensure the regulatory authority is notified if the nominated supervisor ceases employment at the service, is removed from the role or withdraws consent to the nomination
- ensure the nominated supervisor meets the following requirements:
 - must be 18 years or older
 - holds a valid WWCC/clearance
 - have adequate knowledge and understanding of the provision of education and care to children and have the ability to effectively supervise and manage an education and care Service (Reg. 117C)
 - have the ability to adequately supervise and manage an education and care service
 - have successfully completed Child Protection training and be aware of mandatory reporting obligations
 - have a history of compliance with *Education and Care National Law* and other relevant laws (e.g., Family Law)

- ensure the nominated supervisor signs a Compliance history statement and a Prohibition notice declaration
- remove the nominated supervisor from the role if a compliance action is determined against them or concerns are held regarding their suitability to meet the requirements of the role.

The nominated supervisor will:

- accept the role in writing, to ensure they have a clear understanding about their role and responsibilities
- ensure the Service program is reflective of the approved learning framework, incorporate the children's developmental needs, interests, and experiences, and consider the individual differences and needs of each child
- adhere to Service policies ensuring a safe and healthy environment is provided
- register with PRODA and complete required background checks, including Working with Children Check and criminal history record check.

RESPONSIBLE PERSON

The responsible person can be the approved provider, or a person with management or control placed in day-to-day charge of the Service. Our Service will ensure there is always a nominated supervisor or responsible person on the premises when children are being educated and cared for.

The approved provider or nominated supervisor will:

- ensure any persons nominated as a responsible person placed in day-to-day charge are at least 18 years old and have adequate knowledge and understanding of the provision of education and care to children and an ability to effectively supervise and manage an education and care service (Reg. 117B)
- clearly communicate the responsible person on duty with families, educators, staff and visitors by displaying this information in the foyer or reception area
- ensure the responsible person adheres to Service policies and procedures and maintains a safe and healthy environment for children
- ensure the responsible person always acts with professionalism when dealing with children, educators, visitors, and families
- ensure all responsible persons accept the role in writing, to ensure they have a clear understanding about their role and responsibilities (Reg.117A)

- ensure the responsible person has a history of compliance with Education and Care National Law and other relevant law (e.g. Family Law)
- ensure the responsible person signs a Compliance history statement and a Prohibition notice declaration
- Ensure the responsible person has successfully completed Child Protection training and be aware of mandatory reporting obligations (Reg. 84).

QUALIFICATIONS

Our Service will comply with the Education and Care Services National Regulations (Reg. 126) and ensure that at least 50 % of educators required to meet the relevant educator to child ratios for centre-based services must have or be actively working towards an approved diploma level education and care qualification (or higher). All other educators required to meet the educator to child ratios at our Service, must hold, or be actively working towards at least an approved certificate III level education and care qualification.

Under the NQF a person is considered a diploma qualified educator if they:

- hold an approved diploma level qualification, or
- hold a former approved diploma level qualification completed before January 2012, or
- hold a qualification that ACECQA has assessed as equivalent to an approved diploma level educator qualification

If an individual is 'actively working towards' an approved qualification, they may be counted as a diploma level educator if they meet the requirements determined by ACECQA.

- an individual who is 'actively working towards' an approved early childhood teaching qualification and has completed at least 50% of the qualification or
- an individual who holds an approved qualification as listed on [the ACECQA website](#) that is approved by the National Authority or
- an individual who holds a qualification as approved by the National Authority, or
- an individual who is registered (accredited in NSW) as a primary or secondary school teacher in Australia and holds an ACECQA approved early education and care diploma (or higher approved qualification)

‘SUITABLY QUALIFIED PERSON’ DEFINITION:

ACECQA determines the following qualifications as requirements for a ‘suitably qualified person’:

- an individual who holds an approved qualification as listed on the ACECQA website that is approved by the National Authority or an individual who holds a qualification as approved by the National Authority

ACTIVELY WORKING TOWARDS DEFINITION (Reg.10):

Educators can be counted towards meeting the listed qualification if they meet the following criteria:	
Certificate III level	• have commenced the course, and • are making satisfactory progress toward completing the course, and • are meeting the requirements for maintaining the enrolment.
Diploma level	• are enrolled in a course for an approved diploma level or early childhood qualification-ACECQA approved diploma level or higher qualification and, • provide documentary evidence to the approved provider that they: ○ have started the course and ○ are making satisfactory progress toward completing the course and ○ are meeting the requirements for maintaining enrolment, and ○ hold an approved certificate III level education and care qualification, or ○ have completed the percentage of total units of study required for completion of an approved early childhood teaching qualification, as determined by ACECQA
Taken to be an early childhood teacher (Reg. 242)	• are enrolled in a course for an approved early childhood qualification and, • provide documentary evidence such as a transcript or letter from the course provider that they: ○ have started the course, and ○ are making satisfactory progress towards completion of the course and, ○ are meeting the requirements for maintaining enrolment, and ○ hold an approved diploma level qualification, or ○ have completed at least 50% of the course.
[Reg. 242 does not apply in QLD or VIC, or in centre-based services in NSW caring for 30 or more preschool age or under]	

APPROVED FIRST AID QUALIFICATIONS / ANAPHYLAXIS AND EMERGENCY ASTHMA MANAGEMENT TRAINING

- The approved provider is required to ensure at least one staff member, or one nominated supervisor holds current qualifications for first aid (including cardio-pulmonary resuscitation), anaphylaxis management and emergency asthma management training

- The approved provider must ensure at least one staff member, or one nominated supervisor be in attendance at any place children are being educated and cared for by the Service and be immediately available in an emergency and hold the mandatory qualifications for:
 - an ACECQA approved first aid qualification (including cardio-pulmonary resuscitation renewed every 12 months) and
 - anaphylaxis management training and
 - emergency asthma management training.
 (Approved qualifications are published on the ACECQA website)
- Services must have staff with current approved qualifications on duty at all times and be immediately available in an emergency
- It is the staff and educator's responsibility to ensure they maintain first aid (including cardio-pulmonary resuscitation), anaphylaxis management and emergency asthma management training qualifications and provide the Service with a copy of the certificate. Staff and educators must ensure they participate in training prior to the expiration date on their certificates
- Approved first aid qualifications and ACECQA approved anaphylaxis and asthma management training every 3 years and renew cardio-pulmonary resuscitation every 12 months.

EDUCATOR TO CHILD RATIOS

Our Service will meet the minimum child ratio requirements as stated below (Reg. 123)

State	Age of children	Educator to child ratio
VIC	Birth to 24 months	1 : 4
	Over 24 months and less than 36 months	1 : 4
	Over 36 months of age or over (not including children over pre-school age)	1 : 11

ADDITIONAL STATE REQUIREMENTS

VICTORIA
Regulations 357 and 358 • Our Service will ensure ratios of 1 educator to 4 children are maintained for children aged more than 24 months but less than 36 months • Our Service will ensure all staff, volunteers and students over the age of 18 years have a valid WWCC read before the person is engaged at the service

EARLY CHILDHOOD TEACHER

An Early Childhood Teacher (ECT) is an individual who:

- holds an approved early childhood teaching qualification, or
- holds a former approved early childhood teaching qualification that commenced before 1 January 2012, or
- holds a qualification ACECQA has determined to be an [equivalent early childhood teacher qualification](#), or
- holds a qualification that ACECQA has assessed as '[equivalent to an approved early childhood teaching qualification](#)'.

Our Service will:

- engage and have access to an ECT based on the number and age of children attending the Service
- ensure the ECT or suitably qualified person is physically present at the service or is considered in attendance in accordance with National Regulations
- if educating and caring for fewer than 25 children per day, our Service will ensure access to an ECT for at least 20 per cent of the time the service provides education and care (this access can be remote via information communication technology) (Reg.130)
- if there are 25-59 children being educated and cared for, our Service will ensure at least one ECT will be in attendance for at least 6 hours on that day, if the service operates for 50 or more hours a week; or for 60 per cent of the operating hours of the service on that day, if the service operates for less than 50 hours per week. (Reg.132)
- if there are 60-80 children being educated and cared for, our Service will employ a full-time or full time equivalent ECT for at least 6 hours per day, when operating for 50 hours or more per week; OR 60% of the time, when operating for less than 50 hours per week AND employ a second ECT or alternatively 'suitable qualified person' for at least 3 hours on that day, if the service operates for 50 or more hours a week; or for 30 per cent of the operating hours of the service on that day, if the service operates for less than 50 hours per week (Reg.133)
- if more than 80 children are in attendance each day, our Service will employ a full-time or full time equivalent ECT for at least 6 hours per day when operating for 50 hours or more per week; OR 60% of the time when operating for less than 50 hours per week, AND employ a second ECT or suitably qualified person at least 6 hours a day on any given day if the service operates for 50 or more hours per week; or for 60 per cent of the operating hours of the service on that day, if the service operates for less than 50 hours per week. (Reg.135)

- keep a record when an Early Childhood Teacher is replaced by a person who holds an approved diploma level or primary teaching qualification, including details as outlined with regulation 152B
- keep records regarding the period that an Early Childhood Teacher is in attendance at the service (Reg. 152).

EDUCATIONAL LEADER

The Educational Leader has an influential role in inspiring, motivating, affirming, and challenging or extending the practice and pedagogy of educators. It is a joint endeavour involving inquiry and reflection, which can significantly impact on the important work educators do with children and families.

The approved provider will:

- nominate a qualified and experienced educator to take on the Educational Leader role and responsibilities (Reg.118)
- ensure the name of the educational leader is displayed at the Service in a place that is clearly visible to staff, educators, families and visitors (Reg.173)
- support the educational leader to fulfill their responsibilities by ensuring opportunities for professional development to support continuous improvement

The Educational Leader will:

- will accept the position, in writing
- keep a record about how they mentor and guide educators of the Service to ensure continuous improvement
- guide educators to provide a compliant and rich program.

WORKING WITH CHILDREN CHECK/CLEARANCE

To comply with National Regulations for those undertaking paid or voluntary child-related work, all employees, volunteers and students of the Service will require a Working with Children Check.

The approved provider will:

- keep a record of the expiry date of the Working with Children Check for all staff, volunteers and students
- verify all WWCC before any staff, educators, students or volunteers are engaged at the Service, to ensure the children are protected at all times

- check the [NQAITS portal](#) during the recruitment process for any prohibition notices issued to a potential employee
- ensure any notifications or concerns regarding a person's Working with Children Check/Clearance are recorded and steps taken immediately to ensure the person is not working directly with children in accordance with directions from the relevant state authority
- ensure any visitor who has direct contact with children is required to provide a WWCC for verification prior to coming into contact with children
- ensure a staff member, employee, volunteer, or contractor is not employed or engaged at the Service if the person is prohibited from working with children, including a prohibition notice in force provided under the National Law.

STAFF RECORD

Approved Services must keep information about the nominated supervisor, responsible person, educational leader, staff, volunteers, and students at the Service including name, address, date of birth, evidence of qualifications (including evidence of working towards qualifications), evidence of approved training (including Child Protection).

Our Service will ensure the records are kept in accordance with regulation 145 and our *Record Keeping and Retention Policy*.

SHORT-TERM RELIEF REPLACEMENT

From 1 July 2023, certificate III or diploma level educators and Early Childhood Teachers (ECT) are able to be replaced when absent for a short period of time due to short-term illness, leave, resignation, or because they are attending supervised professional experience placements for an approved qualification. Educator and Diploma qualified staff may be replaced for a maximum of 30 days in a 12-month period while the service continues to meet regulation 126. Early Childhood Teachers (ECT) or suitably qualified person (SQP) may be replaced for a maximum of 60 days in a 12-month period while the service continues to meet regulations 132, 133, 134.

Our Service will ensure a record is kept documenting the following:

- the name of the educator, ECT or SQP being replaced
- the qualifications of the educator, ECT or SQP being replaced
- the qualifications of the person replacing the educator, ECT or SQP
- the date when the educator, ECT or SQP was replaced
- the reason for the educator's, ECT's or SQP's absence

If a certificate III or diploma level educator is absent due to short term illness, leave or resignation, the following persons can be taken to be qualified:

- a person who holds a primary teaching qualification

If an ECT, second ECT or SQP is absent, they may be replaced:

- by a person who holds an approved diploma level qualification or a qualification in primary teaching.

ADEQUATE SUPERVISION

Our Service adheres to the educator-to-child ratios outlined in the National Legislation and National Quality Framework and requires educators to comply with our *Supervision Policy* and designated floor plans to ensure effective supervision. Educators will actively monitor children at all times, adjusting supervision to suit group needs, maintaining visibility and accessibility, and work together to ensure safety and well-being during all activities, including transitions, rest, toileting, and transportation.

Any person providing education and care and working directly with children are not to have in their possession any electronic device that can take images or videos or personal storage and file transfer media- [National Model Code](#)

WORKING DIRECTLY WITH CHILDREN

National Regulations state that an educator cannot be included in calculating the educator to child ratio of a centre-based Service unless the educator is working directly with children. A record must be kept of educators working directly with children which includes the name of each educator and the hours each educator works directly with children being educated and cared for by the Service.

- To ensure compliance with regulations, our Service will only include educators in the educator to child ratio who are working directly with the children and ensure a current roster and a sign on/sign off record are available to verify this
- The approved provider must ensure that a record is kept indicating the period of time an early childhood teacher and each suitably qualified person is working directly with children.

ROSTERS

- Our Service will ensure the roster and routine provides adequate supervision of children at all times
- Rosters will be created to provide children with continuity of care to support children's development of secure relationships and contribute to their wellbeing

- Where possible, casual staff will be chosen from a pool of regular educators with whom the children are familiar to provide continuity of care.
- The staff roster will be planned in advance to ensure regulation requirements are met, including staff qualification and first aid qualification requirements.

STUDENTS, VOLUNTEERS AND VISITORS

The approved provider will ensure that students, volunteers and visitors meet any requirements for Working with Children Checks/Clearance and record and verify each student's, volunteer's or visitor's Working with Children Check (where required). At no time will students, volunteers and/or visitors be left alone with a child or group of children. Students, volunteers and/or visitors will not be included in the educator to child ratio. Management will ensure the Service's *Student, Volunteer and Visitor Policy* is followed at all times. All volunteers and students will be inducted into the Service to ensure they adhere to the Service's policies and procedures, including *Child Protection, Safe Use of Digital Technologies and Online Environments*, our Statement of Philosophy and Code of Conduct

PRIVACY

- Staff and educators will adhere to the Service's *Privacy and Confidentiality Policy* and Privacy Law in relation to children and their families, or matters relating to the Service and will at no time take part in inappropriate or unlawful conversations or discussions
- The nominated supervisor will ensure that students and volunteers are made aware of the Service's *Privacy and Confidentiality Policy* and Privacy Law during their initial induction
- All staff, educators, volunteers and students are provided with information about the ECA Code of Ethics
- All staff and educators will be made aware of Child Information Sharing Schemes (CISS) and Family Violence Information Sharing Schemes (FVSS)

STAFF EMPLOYED UNDER 18 YEARS OF AGE

Our Service will ensure any staff member under 18 years of age does not work at the service alone and is adequately supervised at all times by an educator who is over 18 years of age.

STAFF RECRUITMENT

- Our Service will ensure a rigorous recruitment process is followed to select the best staff possible based on skills, qualifications, experience and suitability for the position available as per the Service *Recruitment Policy*. Each role will refer to the appropriate position description during recruitment and the probation period to ensure applicants are suitable for the role and position.
- All potential staff will participate in robust interviews and have reference checks completed before an offer of employment is presented. Reference checks will take into consideration the suitability of the applicant for the role, previous experience and their commitment to child safe practices.
- All potential staff are subject to maintenance of a valid Working with Children Check (WWCC) and appropriate qualifications. Valid first aid, asthma and anaphylaxis management training, immunisation status, mandatory reporting and food safety qualification may also be required.
- All new staff will undergo a probation period of six (6) months; during this time they will participate in an induction and orientation program and hold regular discussions regarding their performance with an appointed mentor.
- Staff induction includes provision of the Service's policies and procedures, National Principles for Child Safe Organisations, Code of Conduct, Child Safe Standards, child protection, National Model Code, Work Health and Safety guidelines, behaviour guidance, service routines, human resource documentation, physical environment, communication with families' processes, Family Assistance Law and Childcare Subsidy, Child Information Sharing Schemes, and introduction to senior staff members and/or mentor.

POLICIES AND PROCEDURES

Our Service will ensure a copy of the policies and procedures are available to all staff at all times via our internal hard drive and on the website. The approved provider will ensure steps are taken to ensure staff follow policies and procedures through the following practices:

- new staff members are to read and acknowledge key policies and procedures within 6 months of the induction process
- policy review is to be conducted during staff meetings and/or memos to support staff understanding and adherence
- policy review will be systematic and occur on a regular basis to support regular review and maintenance of policies and procedures
- staff are requested to provide feedback following policy reviews
- policy review will be conducted following updates to legislation or regulation amendments or following an incident or complaint

- performance reviews and improvements plans will be linked to policies and procedures
- checklists and audits will be used to identify any practices inconsistent with policies and procedures
- the *Performance Management Policy* outlines procedures for dealing with non-compliance of policies
- Performance improvement plans reflect expectations of behaviours required from staff linked to policies and procedures

CONTINUOUS IMPROVEMENT

Our *Staffing Arrangements Policy* will be updated and reviewed annually or earlier if there are changes to Legislation or ACECQA guidance, or any incident related to our policy. Feedback will be requested from children, families, staff, educators and management and notification of any change to policies will be made to families within 30 days.

RELATED RESOURCES

Code of Conduct Staff Acknowledgement	Record of Access to an ECT
Educational Leadership Guide	Record of Access to an ECT (Under 25 children)
Educational Leader Programming Agreement	Record of Short-Term Relief
Educational Leader Report	Roster Template/Sample
Ensure Staff Follow Policies Guide	Staff Handbook
Flexible Working Arrangement Guidelines	Student and Volunteer Application Form
Individual Staff Record	Team Meeting Agenda
Nominated Supervisor Offer and Acceptance Form	Team Meeting Guide
Policy Acknowledgement Form	Team Meeting Minutes
Responsible Person Offer and Acceptance Form	Team Memo
Record 'actively working towards' qualification Form	Team/Staff Register
	Visitor sign in/out Record

SOURCES

Australian Children's Education & Care Quality Authority. (2025). [Guide to the National Quality Framework](#)

Australian Children's Education & Care Quality Authority. (2023). [Educators Who are 'Working Towards a Qualification'](#). Information Sheet.

Australian Children's Education & Care Quality Authority. (2021). Policy and procedure guidelines. [Staffing Guidelines](#).

Australian Children's Education & Care Quality Authority. (2023). [Short Term Relief of Educators at Centre-Based Services](#)

Australian Children's Education & Care Quality Authority. (2024). [Taking Images and Video of Children While Providing Early Childhood Education and Care. Guidelines For the National Model Code](#).

Department of the Officer of the Privacy Commissioner: www.privacy.gov.au

Early Childhood Australia Code of Ethics. (2016).

Education and Care Services National Law Act 2010. (Amended 2023).

[Education and Care Services National Regulations](#). (Amended 2023).

NSW Government. Office of the Children's Guardian: <https://ocg.nsw.gov.au/working-children-check>

QLD Government. Department of Education. Early Childhood Education and Care. [Ensuring staff follow policies and procedures](#)

Western Australian Legislation Education and Care Services National Law (WA) Act 2012 (for WA Services only)

Western Australian Legislation Education and Care Services National Regulations (WA) Act 2012 (for WA Services only)

REVIEW

POLICY REVIEWED	SEPTEMBER 2025	NEXT REVIEW DATE	FEBRUARY 2026
VERSION NUMBER	V14.09.25		
MODIFICATIONS	- policy reviewed out of regular calendar review due to legislation changes for child safety- National Model Code (NMC) - added reference to new mandatory policy- <i>Safe Use of Digital Technologies and Online Environments Policy</i> - minor edits within policy - sources checked for currency and updated as required		
POLICY REVIEWED	PREVIOUS MODIFICATIONS		NEXT REVIEW DATE
FEBRUARY 2025	- major review of policy - restructured policy to provide improved flow, less repetition and staffing arrangements information outlined in the Guide to NQF -QA4 - updated information on short term relief - updated amendments in legislation for workforce transitional arrangements - sources checked for currency and updated as required		FEBRUARY 2026
FEBRUARY 2024	- Annual policy review - Related National Law added - Additional points added to Early Childhood Teacher requirements - Additional information added re: first aid qualification, anaphylaxis and asthma management and CPR training - Additional information added re: student and volunteers' knowledge about child protection law and mandatory reporting requirements - Additional state specific information added - Sources checked for currency and updated as required		FEBRUARY 2025

JUNE 2023	• Amendments to the National Regulations included in policy • New regulations 126A, 152A and 152B included into policy • Additional Childcare Centre Desktop resources added to Resource Box • Additional section regarding Short-Term Relief Replacement added	FEBRUARY 2024
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