



Newsletter

December 2019

Issue 36



RATED
EXCEEDING
NATIONAL QUALITY STANDARD

Count down to the end of 2019 !

Seasons Greetings



From

The Kids at Home team

Sharyn, Nicole, Jodie,
Andrea, Mel, Jasmine,
Michelle, Emma
& Andy



INSIDE THIS ISSUE

SPECIAL POINTS OF INTEREST



We would like to wish all our Families , Educators and their families a very Merry Christmas, enjoying the holiday season with family and friends, experiencing full tummies and happy hearts.

Our thoughts go out to all the communities and families that are dealing with drought and now fires. Please share the Christmas spirit of giving and make a donation to those in need in your community or other communities that are struggling, to help put a smile on someone's face to know they matter.

And sending lots of health and happiness to welcome the New Year in with lots of love and laughter!



Find us on Facebook
www.facebook.com/kahfdc

info@kidsathome.net.au

Kids at Home Turned 10!



Happy Smiley People celebrating 10 years

2019 Just passed so quickly!

What another great but busy year we have had, and to top it off, Kids at Home turned 10 in October and celebrated in grown up style with cocktails and canapés at the Boom Boom Room, which was a great night for the opportunity to come together and celebrate. We were also the winner for QLD/NT in the Excellence in Family Day Care Awards and were one of 4 finalists up for the national award which was announced in Hobart on the 23rd November. Congratulations to the City of Greater Geelong Family Day Care (VIC) who took out the Service Award this year. And April who is one of the many Kids at Home Educators, located at Strathpine, won the region of the year award, Educator State award (QLD/NT) and won the National Award for the Excellence in Family Day Care Educator Awards. With a fantastic end to 2019 we are looking forward to fresh new beginnings in 2020.



Kellie, Julia and Kellie



Herta, Geoff, Urith and Michelle



Jodie, Rob, Clare, Bryan & April



Andy, Sharyn, Noel, Marlene, Kirstenne and Clark



Candy, Jess, Michelle, Nicole and Andrew



Excellence In Family Day Care Awards



And the winner is..... April Eaton

April has been providing Education and Care to her community for over 30 years. She is a very strong advocate of belonging to community and shares this with her children and their families.

She often provides special events for her families to come together over the year and mentors other fellow Educators not only within Kids at Home and QLD but Australia wide about how great FDC is and how to be successful at operating an education and care FDC business. Her mentoring others about pedagogical practice and reflective practice is all in a days work and demonstrates her continued passion of working with children and FDC. April is also a leader of organising many community donations and regularly has something on the go, whether it be for donations children's clothing and shoes or old reading glasses to be repurposed to remote communities. Check out the power point FDCA put together for the awards on our facebook page <https://www.facebook.com/kahfdc/> We would also like to congratulate our Educators that were nominated for the Excellence in Family Day Care Awards and to all of our Educators you all have an amazing role at making wonderful childhoods for the children in your care.

Next year our goal will be that all our Educators are nominated for the awards so don't forget to acknowledge your child's Educator for all that they do by putting forward your nomination which we will let you know about either through your Educator and on our facebook and Instagram (@KidsatHomefdc) page next year around July/August.

Some photos of the KAH team at the Awards



The KAH Team

Left to Right—Michelle, Jodie, Jasmine, Sharyn, Nicole, Andrea.

Missing from photo Emma and Mel



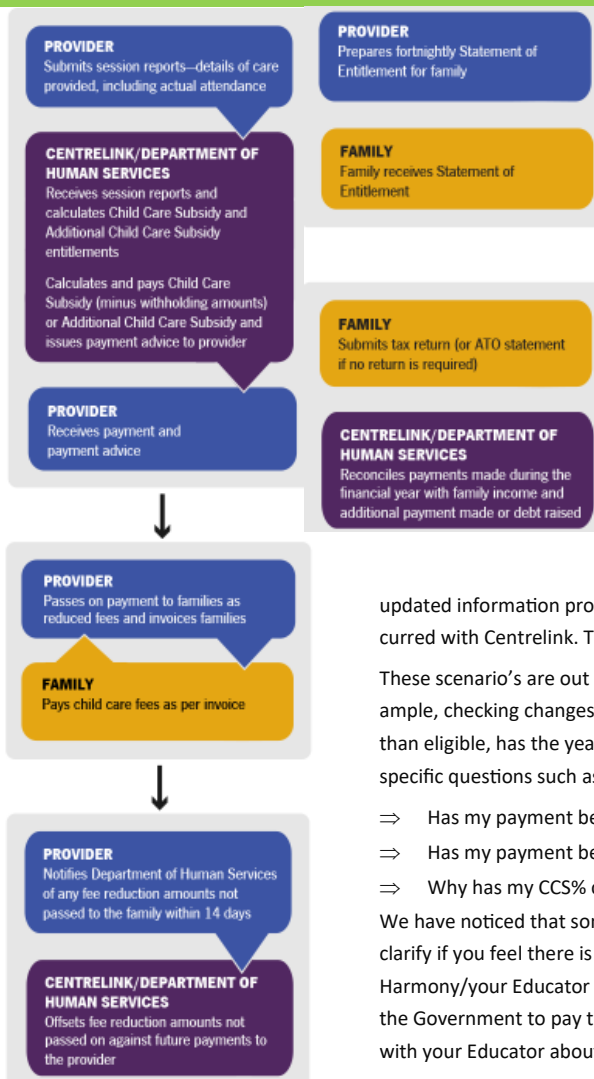
KAH award winning crew Left to Right—Brian, April, Leanne, Nicole, Sharyn, Jodie, Jasmine, Michelle, Andrea



We will need a trophy cabinet soon



Parent obligations under Family Assistant Law



Child Care Subsidy Eligibility

To be eligible to receive Child Care Subsidies-CCS parents are liable for the payment of the child care fees under a CWA (Complying Written Agreement) which we also refer to as a booked hours contract. This is emailed out through our Harmony System and is required to be approved by parents through their MYGOV account and may be required to do again if an enrolment has ceased and via the Educator when a booking has been changed.

What this means—parents are obliged to pay either full fee or a parent portion of their child care fees to their Educator. Failure to do so is in breach of parents eligibility to receive ongoing child care and/or continued child care subsidy. For example if any changes occur to a parents CCS eligibility and the attendance has been processed and CCS is not applied or is a less CCS % than previous weeks, the fee that has been calculated by our 3rd party government software (harmony) is the payment that is required to be paid. If there is an error from Centrelink's end and this can be rectified, a credit will apply to your next payment. Until this occurs the fee that is applicable is calculated after each processing and must be paid in full. The way Centrelink is calculating CCS% is either from tax returns,

updated information provided about work status or income, absence days have exceeded 42 for the year, a debt has occurred with Centrelink. This then is reflected in the amount that CCS will cover for the care period.

These scenario's are out of ours and the Educators control and should be followed up with some troubleshooting for example, checking changes in eligibility, has your CCS% changed, has your eligible hours changed? Have you used more hours than eligible, has the yearly absences been exceeded? If nothing has changed it is best to contact Centrelink ASAP to ask specific questions such as;

- ⇒ Has my payment been withheld due to an overpayment of CCS?
- ⇒ Has my payment been changed due to my income update?
- ⇒ Why has my CCS% changed?

We have noticed that some changes to CCS have been occurring recently and advise that Centrelink must be called to clarify if you feel there is an error. Until there is an outcome the payment will need to be paid as per the invoice from Harmony/your Educator for the processing period of care. Failure to do so falls under the parents obligations as stated by the Government to pay the out of pocket or full fee for their child care as well as having an uncomfortable conversation with your Educator about monies owed.

Failure to pay for your child's attendance in care may result in a debt collector process which isn't a pleasant experience so it is best to have a conversation with your Educator to put in place a plan to make catch up payments until the outstanding debt has been finalised.

Educators obligations for Invoicing and Receipting

Are you receiving an invoice for care of the amount for child care payment payable? Are you receiving a receipt for when you make a payment of care? If the answer to this is NO you will need to ask your Educator to provide you with a copy of these or alternatively contact Kids at Home to inform us so we can follow this up.

Please note Educators are required to provide an invoice/receipt of payment for child care under the Family Assistance Law (FAL). If this is not being provided each week or fortnight (depending on payment cycle with Educator) this is a breach of the FAL and penalties may apply.

The CCS statement that Kids at Home emails out each fortnight covers the data of what has occurred in that fortnight, if there are any changes due to Centrelink changes/backdating etc this will be reflected in the next statement for the period where it has been rectified. Please ensure you check these statements and contact our office if there are any discrepancies.

We are required under FAL to provide a copy of your Child Care Statement even though all this data is available via your MYGOV account.

Educators and Services who do not comply with the FAL, Education and Care Services National Law and Regulations will incur an infringement notice and enforceable penalties as per the breach of applicable legislative requirement.



Absences & Public Holidays

What does first day and last day mean?

First day :

Under the Act the child is considered as not having started care until the first actual day of attendance. For example, if confirmation has been received by the Educator/Kids at Home and a booked care contract is in place for example care on Monday, Tuesday and Friday and the child does not actually attend care until the Friday, the Friday is counted as the **FIRST** day of care. Payment for the Monday and Tuesday will be charged as full fee as per the Act.

Last day :

Under the Act the child is considered to have ceased care after the last day the child actually attended the child care service. For example, if 2 week confirmation has been received by the Educator/Kids at Home of a child ceasing care and the child either does not attend the full two weeks or only a couple of days then does not return, the child's last day is actually the last day they attended.

All absences from the last day up until the actual last day of the 2 week notification will be charged as FULL FEES. However if the child is absent (and still within 42 absences and/or has a Dr Certificate (meets exceptional circumstances)) for all but the last day of the 2 week notification and attends care on that last day, Absences will be paid under the FAL.



The Law for Payment of Absences

Exceeding allowable absences (42) per financial year or being absent on the first day of care or the last day of care results in the payment of full fees for ALL Absences in these circumstances. If the absences meets exceptional circumstances as outlined here <https://www.education.gov.au/new-child-care-package-frequently-asked-questions> and provided with supporting documentation to receive additional allowable absences.

Otherwise full fee payment is required for days in care that do not meet Australian Government Child Care support system Acts and legislations.

The full fee for the period of care is payable to your child's Educator.

<https://www.humanservices.gov.au/individuals/services/centrelink/child-care-subsidy/how-manage-your-payment/if-your-child-absent-from-child-care>



Public Holiday Fees

Fee charging practices are commercial decisions made independently by services and individual child care Educators and are not a matter regulated by family assistance law.

This includes the widely-used practice of charging for public holidays when your child does not attend care. This practice is used by child care Educators because, like most employees, are entitled to be paid for public holidays when they would otherwise be at work.

8 Week Ruling

Changes will occur to the 8 week rule from the 13th January 2020, which will be a huge relief to Educators, parents and our administrative team as it has been an administrative nightmare with ceased enrolments occurring.

It will now be 14 weeks before an enrolment is automatically ceased and will be a very welcome amendment to Family Assistance Law (FIL)

Newsletter

Reminder to update any change of contact details



It's that time of the year where we need to ensure that all contact details that may have changed over the year have been forwarded to our office—
admin@kidsathome.net.au or 3040 0430.

If you have changed a phone number, email address, house address please ensure you email these updates to the admin team asap to ensure we have up to date details moving into 2020.

Ensure email address's are ones that are regularly used to ensure that correspondence isn't missed.

We only email parents for the purpose of;

- ◆ Correspondence regarding children's enrolment and approval for CCS
- ◆ Allocating pins for electronic attendance signing
- ◆ Providing Child Care Subsidy Statements
- ◆ Newsletter links to our website
- ◆ Any other important information relating to the care of your child and Child Care Subsidy information.



**Children's Water
Safety Awareness**



Summer month Safety water safety tips



Swim in lifeguard-supervised beaches and pools.



Put up barriers around the pool or hot tub.



Always swim with a buddy. Even experienced swimmers can tire or get muscle cramps.



Keep an eye out on children around water. Stay within reach.



Learn proper swimming and safety skills.



Wear a life jacket boating.



It's that time of the year when we experience hot and hotter weather during the summer months. During this time the temperatures rise and the use of water weather it be a pool, beach, river, creek its what we do to cool us down. Along with this the UV is at its highest and sun protection is a must so don't forget to slip, slop, slap and be ever vigilant with children around water.

Would you know what to do if your child stopped breathing?

The Children's hospital at Westmead (NSW) has developed a free online program, 'CPR Training for Parents,' to teach the steps involved in Cardio-pulmonary Resuscitation (CPR) for a baby (aged less than 12 months) or a child (aged over one year). The program takes 1.5 hours to complete and content is from the Australian Resuscitation Council Guidelines.

The knowledge and skills you learn in this program may save a life. Remember, ANY attempt at CPR is better than no attempt. The site also has a program for choking and First Aid for burns.

For more information and accessing the courses click on the link below

<http://kidshealth.schn.health.nsw.gov.au/cpr#sthash.WfC3Rric.dpbs>

QLD Ambulance Service is offering Parents & Bubs/Toddler First Aid Awareness Course

Call 13 QGOV (13 74 68) - to find out more

www.ambulance.qld.gov.au/firstaid/



Find us on Facebook
www.facebook.com/kahfdc

Book Corner



Parenting & Early Childhood Presenters

Maggie Dent (Australia)

Commonly known as the “queen of common sense”, Maggie Dent has become one of Australia’s favourite parenting authors and educators, with a particular interest in the early years, adolescence and resilience.

Maggie is an advocate for the healthy, common-sense raising of children in order to strengthen families and communities. She is a passionate, positive voice for children of all ages.

She is the author of eleven books, including her bestselling 2018 release *Mothering Our Boys*. Maggie has also authored several e-books and is a prolific creator of resources for parents, adolescents, teachers, educators and others who are interested in quietly improving their lives.

Maggie is the proud mother of four wonderful sons, and an enthusiastic and grateful grandmother.

Nathan Wallis (New Zealand)

Nathan is a father of three, stepfather to two and foster father to many more. His professional background includes early childhood teacher, child therapist, social service manager, university lecturer and neuroscience trainer. Following his time at the University of Canterbury, he founded a private training consultancy with the goal of facilitating easy to understand professional development reflecting the latest neuroscience discoveries and their practical implications for everyday practice. Nathan is an advisor for the NZ Ministry of Education, and an expert advisor for NZ Ministry of Vulnerable Children.

Nathan visits Australia and Brisbane regularly to conduct presentations for parents at different schools and early childhood related services. He also has quite a few UTube interviews where he shares his knowledge of the first 1000 days of a child’s life and how important it is for brain development.

High Five

Adam Rubin, Daniel Salmieri

Discover the lost art of the high five and improve your slapping skills just in time for the annual high five contest! From hand-limbering stretches to lessons on five-ing with finesse, readers are guided through a series of interactive challenges, each goofier than the next.

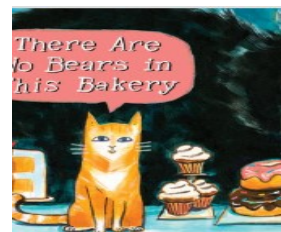


There are no Bears in this Bakery

Julia Sarcone-Roach

A tough gumshoe of a cat—the name’s Muffin—protects his territory: The Little Bear Bakery. But there are no bears here. Not on Muffin’s watch.

One night, Muffin hears a suspicious noise. Mouse? Raccoon? Bat? Nope, not the usual suspects. But Muffin hears . . . growling. Could it be? Yup. A bear. Just a cub. Whose stomach is definitely growling. Muffin’s got this case solved—clearly this bear needs some donuts.



In this wonderfully noir-tinged tale, Julia Sarcone-Roach gives us another funny story of a hungry bear in the wrong place at the right time. This tale is sly and sweet, with sprinkles on top.

Tricky’s Bad Day

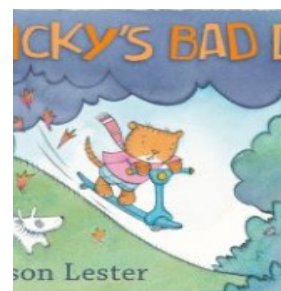
Alison Lester

Poor Tricky! Nothing is going right for him. Milk spills, pyjama buttons won’t work, his little sister wrecks their game, and when he tries to help out, everything gets worse.

Tricky’s having a very bad day!

Then Dad has an idea. Outside it’s wild, but

there’s a lot to explore...

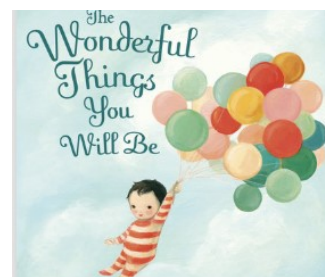


The wonderful Things you will be

Emily Winfield Martin

From brave and bold to creative and clever, Emily Winfield Martin’s rhythmic rhyme expresses all the loving things that parents think of when they look at their children. With beautiful, and sometimes humorous, illustrations, and a clever gatefold with kids in costumes, this is a book grown-ups will love reading over and over to kids—both young and old. A great gift for any occasion, but a special stand-out for baby showers, birthdays, and graduation.

The Wonderful Things You Will Be has a loving and truthful message that will endure for lifetimes. Well known classics, this is a book to be enjoyed by everyone, regardless of age or language.



Health and Wellbeing

Administration of non-prescribed medication

On enrolment parents are requested to authorise one initial dose of paracetamol in the event of a high temperature or moderate pain (refer to Children's Health, Illness, Immunisation and Exclusion Policy & Enrolment Form).

If a child has a high temperature or has signs of pain the Educator will contact the parent to advise them of the circumstance. The parent can then advise the Educator what they would prefer i.e. give a dose of paracetamol or come and pick the child up and/or take for medical treatment.

In the event that the parent cannot be contacted and the authorisation has been signed, the Educator will contact Kids at Home before administering a dose of paracetamol. Parents will be required to sign an incident report form when they collect their child from care.

In accordance with our Policy parents with children Under two **MUST** provide the Educator with their preferred bottle of paracetamol with chemist label documenting the child's name and dosage to be clearly labelled on bottle.

Best Practice for over 2's is also to provide your Educator with a preferred bottle of paracetamol with chemist label documenting the child's name and dosage.

Learn Healthy Habits

Start by learning healthy habits that can help prevent you from getting infected with flu or spreading flu germs at home, child care or work. Simple actions, like covering your mouth and nose when you cough or sneeze and cleaning your hands often, can stop flu germs! Take these precautions even if you don't feel sick. You could be infected with flu and able to spread germs 24 hours before your symptoms begin.

Educators also complete a daily safety and hygiene audit of their environment as well to ensure that children have access to a safe, clean and hygienic environment every day.

We are required to ensure that we have systems like these in place and is an every day practice that is occurring.



Keep Hands Clean

Your hands may look clean, but they have germs on them that could make you or someone else sick. Avoid touching your eyes, nose or mouth. Wash your hands often with soap for 20 seconds, or use alcohol-based hand sanitizer to protect yourself from germs and avoid spreading them to others. Soap or alcohol-based hand rub kills the flu virus. When water is not available, alcohol-based hand rubs may be used.

Washing Hands

- ⇒ After wiping or blowing your nose or coughing or sneezing and after using the bathroom
- ⇒ After being in contact with or being near someone who is ill;
- ⇒ After touching handrails, doorknobs, telephones or other things handled by many people;
- ⇒ Before and after eating or drinking;
- ⇒ Before handling food, especially ready-to-eat foods like salads and sandwiches; and;
- ⇒ After handling garbage or trash.

