

17008 - New submission from Early Years Strategy - Public Submissions

The National Quality Framework is amazing, every Educator supports it! The only issue is that the children are lacking in having consistent professional staff. Staff are burnt out because of the job requirements. Only larger corporations such as KU or Gowrie and the like are fully supported with all the regulatory and legal requirements of the role. Leaders in these corporations are also supported with HR, Compliance and the like. Stand alone centres are not and some are still run by management committees armed with parents who don't have time or expertise to do this unpaid second job.

Stand alone centres are struggling without this support as the workload for one person is just too much. This is where it initially fails, you have leaders that don't have time to do the continuous improvement because they are concentrating on keeping their team happy, coming to work and committing to the children. Therefore the leaders are not able to provide safe, happy and healthy workplaces for the staff, so they are leaving.

Directors are also being burnt out because they can't do their duties to help develop the centre as a whole for areas in need of improvement. Private centres are even worse, the children are not provided anything due to profit being the only driver for these approved providers. It is really upsetting what goes on behind closed doors in some centres and no one speaks up!

The children cannot be cared for to the highest quality and centres are caring for children understaffed and therefore illegally. This also makes employees unhappy and they leave to try find another centre that is supportive and they go from centre to centre and it is the same story, so they change industries and we lose them forever. Every Educator comes to the sector with a passion and it quickly dies once they see the reality.

Staff are not getting the legal requirements as per the award in their job roles, another reason why they leave. The wages for what we do are just not fair. Within the roles of Educators we require professional training to ensure we communicate, support and inspire learning for the early years. We are provided a very in depth approach to our training but the management, time constraints and unrealistic expectations of the role don't allow us to provide the actual practice we have trained so hard to obtain.

Also, the requirements for a Director to only have a Diploma and NO business or administrative experience to undertake such a highly complex and demanding role, especially around leadership and management of a team is quite alarming. Directors are leading teams with no management or people experience and unable to provide a professional workplace. So Educators can't see themselves as professionals because these Directors are not equipped to lead, mentor, support and drive these Educators to be their own leaders in the profession.