



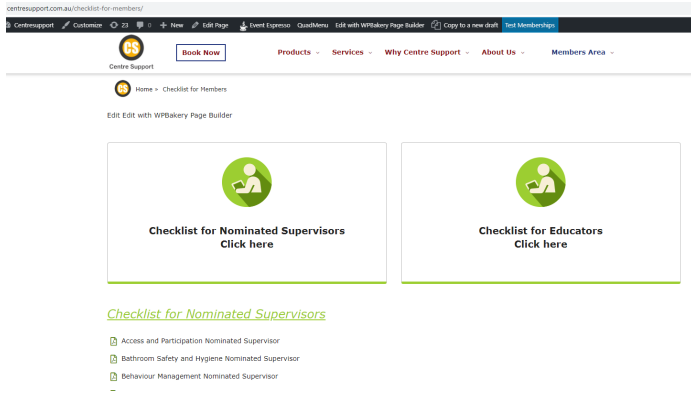
Nominated Supervisor

There are no Regulations related to Element 7.1.1 Service philosophy and Practice. However, the Guide to the NQF says (p. 286) that the Philosophy reflects the guiding principles of the National Quality Framework which can be found in the **National Law Section 3 Objectives and guiding principles**.

The guiding principles of the national education and care services quality framework are as follows—

- (a) that the rights and best interests of the child are paramount;
- (b) that children are successful, competent and capable learners;
- (c) that the principles of equity, inclusion and diversity underlie this Law;
- (d) that Australia's Aboriginal and Torres Strait Islander cultures are valued;
- (e) that the role of parents and families is respected and supported;
- (f) that best practice is expected in the provision of education and care services.

Remember: If you need to use a checklist go to the members area of Centre Support's website where every checklist imaginable is available.



6.1.3 Families are supported Week 8 – 22.3.2021 Monday to Friday



Answers from last week - Compliance test for educators

Instructions: Nominated Supervisor is to conduct the test. Ask one educator at a time in a location that other educators cannot hear or provide support to the educators being asked the question. Record the responses then analyse to see if the educators' responses would place you at risk of a fine. Finally, train the educators that fail to meet the regulations.

Name of educator:

Questions	Response	Pass or Fail
Miss Fatima wonders how educators are supposed to find out what parenting support their families might need? What's your response?	Information can come from informal conversations with families, and also from records including child's enrolment record, medical plans, incident/injury/illness forms.	
Miss Shontelle says a child's parents want to know the service structure and who the managers are? Should she tell them?	Yes. Element 6.1.3 requires information about service operations to be shared with families. This includes staff roles and responsibilities.	
Mr Liam says it's not his role to educate families about service policies and procedures. He's there to teach children? What's your response?	He's wrong. Part of his job is to comply with the NQS and Element 6.1.3 requires information about service operations to be shared with families. As an educator he must also implement the MTOP which says "Educators recognise and respond to barriers to children achieving a positive self identity, sense of purpose and positive view of personal future... By... working in partnership with children, families, communities, other services and agencies, they continually strive to find equitable and effective ways to ensure that all children have opportunities to experience a sense of personal worth and achieve outcomes."	
Miss Cheyenne says families don't understand why educators won't follow the rest patterns they ask for? What should she be telling them?	She should be explaining that the service has to comply with Laws and Regulations that require them to ensure children's health, safety and wellbeing including Reg 81 which means they must allow children to rest when they're tired.	

Week 9, 29 March -2 April 2021- 7.1.1 Service philosophy and purpose

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Compliance test for educators

Instructions: Nominated Supervisor is to conduct the test. Ask one educator at a time in a location that other educators cannot hear or provide support to the educators being asked the question. Record the responses then analyse to see if the educators' responses would place you at risk of a fine. Finally, train the educators that fail to meet the regulations.

Name of educator:

Questions	Response	Pass or Fail
Miss Meghan says the Philosophy Statement is something managers use and educators don't need to worry about it. What's your response?		
Miss Kate says families don't care what the Philosophy says? What's your response?		
Mr Harry notes the Guide to the NQF says the Philosophy reflects the guiding principles of the NQF. He asks what those are. What do you say?		
Miss Oprah says there's no need to keep reviewing the Philosophy? What are some of the reasons why the Philosophy needs reviewing?		

Name of educator:

Questions	Response	Pass or Fail
Miss Meghan says the Philosophy Statement is something managers use and educators don't need to worry about it. What's your response?		
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Systems are in place to manage risk and enable the effective management and operation of a quality service.

The Federal Government's Fair Work website <https://www.fairwork.gov.au/> has a lot of simple, easy to understand information about employee entitlements as well as some useful templates. Each week we'll share information from the website. This week we're covering [Pay during inclement weather and stand down](#) given the severe flooding that's occurred in many parts of NSW and QLD.

Employers may send employees home for reasons outside their control including severe and inclement weather.

Inclement weather is when it's unsafe or unreasonable for an employee to work. Examples include heavy rain and storms, bushfires, extreme heat or cold, hail or high winds. An employer can't ask their employees to start or continue to work during severe and inclement weather if it's unreasonable or unsafe.

Employers don't have to pay their employees when this happens, unless an award or agreement says they do. Neither the Children's Services Award or the Educational Services (Teachers) Award have any rules about stopping work and pay during inclement weather.

Under the Fair Work Act, employers can stand down employees in certain circumstances if the employee can't be usefully employed. This includes where the employer can't be reasonably held responsible for a stoppage of work such as during a natural disaster like a flood or bushfire.

Stand down provisions don't apply during a period an employee is taking authorised paid or unpaid leave

(eg annual leave), or is otherwise entitled to be absent (eg on a public holiday).

An employer is not required to pay an employee during the stand down, but may choose to pay the employee.

They may also invite, but not require, employees to take some of their accrued paid leave (eg annual and long service leave)

If an employer stands down employees under Fair Work provisions, it's best practice to tell the employees in writing:

- the start date of the stand down
- whether the employees will or will not be paid
- the effect on other employment entitlements (eg leave entitlements continue to accrue).

An employer should try to update employees about when the stand down may end.

Employees who've been stood down without pay should contact Centrelink to discuss available support options.

See the [Employment entitlements during natural disasters and emergencies Fact Sheet](#) for more information.

Week 9, 29 March -2 April 2021- 7.1.1 Service philosophy and purpose

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