



2018 / 2019  
ACA Qld  
**ANNUAL REPORT**

# ACA QLD

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### ACA QLD COMMITTEE

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ACA Qld

# PRESIDENT'S REPORT

MAJELLA FITZSIMMONS



Like all years, this year has been extremely productive with ACA Qld continuing to be extremely active on many fronts.

I am proud to say that in preparation for the Federal election, ACA Qld was instrumental in ACA National engaging Jannette Cotterell, Managing Director of Executive Counsel Australia as our National advocacy and communication person. Jannette has greatly assisted our team in developing and refining our policy paper - The Best Start In Life, along with other submissions, enabling ACA to reach many sides and levels of politics. This work continues with implementation of policy. ACA Qld through our ACA National body continues to be actively involved with the government to ensure all children's voices are heard and our message is continued. ACA Qld put a call out to members to engage with their local politicians and to invite them to their services to talk about the concerns of their families, included in our policy paper. This initiative was well received by politicians and one fortunate member from Townsville was even lucky enough to have the Education Minister Dan Tehan visit their service. We expect to reengage in this activity early in 2020.

ACA Qld 2019 conference was the largest and arguably most successful, following the conclusion of LDCPDP funding with over 1200 attendees. In only its second year the approved providers panel including lunch has been an overwhelming success that is a must attend for all, promoting us to investigate offering something similar throughout the year. Another welcomed addition to conference was our "Understanding your responsibilities under the National Law & Regulations" on the Friday. It was our intention to deliver this event to attendees from rural and remote locations to avoid them from incurring additional travel and accommodation expenses. This was the fourth time that we have offered this session and it continues to be very well received. The "Out of this World" gala dinner was a huge success and it was inspiring to see the level of commitment delegates put into their costumes; this effort represents what the evening means to those attending and is a celebration of their commitment throughout the year that has been and the year ahead. Early Childhood Educators sure do know how to have fun and enjoy themselves.

We continued our great professional collaboration with Queensland Department of Education that resulted in several meetings throughout the year. We participated in the review of Melbourne Declaration, continue to be involved in consultations resulting in submission on Universal Access (QKFS), Australian National Audit Office (CCS review), NQF review, ACECQA, QCAA, budget reviews and much more.

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ACA Qld continues our engagement and partnership with Absolute Support, Training & Resources to offer a heavily subsidised suite of policies including procedures and forms for our members and is excited to offer Child HR which is offering a free 3 month trial for ACA members.

We continue to hold member meetings across our great and geographically large state including Gold Coast, Brisbane, Ipswich, Toowoomba, Sunshine Coast, Townsville, Bundaberg, Cairns and for those of you who we unfortunately can't meet up with face to face, we offer webcasts. Apart from catching up on all the exciting changes in the sector, our member meetings provide the opportunity to network in a relaxed atmosphere.

Membership numbers continue to be extremely high and I thank the office staff for doing such a fabulous job following up on renewals along with new member enquiries. I strongly believe the value of ACA Qld membership along with all the membership benefits including those from our valued supporter members, far outweighs the cost of membership.

Early Childhood Educators' Day was another resounding success. Social media was ablaze with videos, pictures and celebrations shared and we believe this will continue to grow in years to come. It was great to hear Minister Grace Grace address Early Childhood Educators' Day in her speech in parliament on the Monday prior.

I would like to send out a sincere thank you to all our supporter members and especially The Guild Group, Guild Insurance and Child Care Super, without whom we wouldn't be able to offer our members the service we do. I would also like to publicly thank Kerrie Lada for her continued service to the committee for the past 20 years.

I thank each and every one of our valuable ACA Qld management committee members. Each of them play a vital role in what we do and for those that don't know, our committee is made up of volunteers who like you, run their own business and give up countless hours every month as they serve you, our members, in advocating for and providing the best outcomes for children, so thank you team.

I look forward to another successful year as your President, thank you.

#### 2018/2019 HIGHLIGHTS

- Advocacy for QKFS Plus continuing to be applied after subsidy (CCS) to the "gap" fee
- ACA / ACCS & ELACCA occupancy survey
- Free Kids Alive Educational Resources
- ECEC oversupply issue discussed multiple times in media
- ACA Qld Early Learning Centre - Insights into Supply and Demand report
- CAECE team unit completions
- Engaging with all sides and levels of politics
- AP workshop
- Electricity savings through Make it Cheaper
- ACA Qld's participation in the 'suitably qualified person' member alerts
- CAECE financial sustainability
- Development of Team Leader Skill set (CAECE)
- Successful advocacy meetings with Federal representatives and ACA Qld members
- Best Start in Life policy paper #BestStartInLife

- Recent workshops – Exceeding National Quality Standards and Understanding Your Responsibilities Under the National Law and Regulations all completed and positive attendance
- Launched 2020 preparedness survey with Department of Education
- Successful 2019 Conference
- Engaging Jeannette Cottrell National advocacy and communications
- Extension for workforce transitional arrangements
- CAECE and QUT articulation/mentoring agreement

#### SUMMARY OF CONSULTATION MEETINGS

- 13 meetings with sector representatives, large members and providers
- 16 meetings regarding partnerships / support of the sector
- 17 meetings on sector consultation with the Department and other advisory groups
- 8 meetings with Politicians



MAJELLA FITZSIMMONS

PRESIDENT

ACA Qld

# GENERAL MANAGER'S REPORT

BRENT STOKES



I have now been in my general manager's role for just over 2.5 years. I believe that one of ACA Qld's biggest strengths is our unified and consistent committee and office team.

After five and a half years it was sad to say farewell to our project officer Claudette. Claudette joined the ACA Qld family as an intern and this year was the right time for her to pursue other interests. That meant we were very fortunate to be able to recruit Brianna who has been a welcomed, enthusiastic addition to the team. In June when Felicity decided to move on after a year with CAECE, we were very fortunate in locating and securing Vicki Shearer as the new Training Operations Manager for CAECE. We are excited to have Vicki on board as she brings with her a wide breadth of knowledge in the vocational education and training sector.

I believe the most critical activities performed by ACA Qld is our advocacy, information sharing and education. Unfortunately advocacy work is a difficult area to communicate and celebrate, as much of the work is many years in the making to achieve a favorable outcome and in many occasions the outcome is easily misunderstood. An example of this would be the significant work ACA put into The Jobs for Families package, Child Care Subsidy. The outcome was that the implementation, in particular the "activity test" was much more workable than what was initially proposed.

ACA Qld has a significant presence and positive involvement in the ACA National working group. Reengaging Janette Cottrell from Executive Counsel Australia was instrumental in the lead up to the Federal election and continues to be so important with implementation of policy. ACA Qld engaged with more officials from all sides and levels of Government than ever before. Our focus has been on a potential second year of kindergarten for 3 year olds, long term continuation of universal access / kindergarten funding for 4 year olds, enhancements to the CCS, demonstratable need (supply/oversupply), standardised school starting age, red tape, improvements to NQF and early learning workforce strategy.

Child Care Subsidy has been extremely challenging, I am very proud of how professionally prepared our members were and the response to this change, while supporting families through this process. After the initial teething problems including kindergarten exemption, ACCS (Child wellbeing) seems to be the most significant continuing issue however we will continue to peruse improvements to The 8 week rule, Cessation of Care, back payments to families, enrolment/CWA requirements, enrolment/fee disputes by families and access for all children.

As you know we have been heavily involved with Industrial Relations, being the only employer body represented in the Fair Work Commission on the two ERO cases beginning in 2013, Work value case and 4-year modern award review. These issues require a huge amount of resources both human and financial. Recently there have been some additional issues relating to entitlement to personal leave and superannuation on annual leave loading.



One of the largest workforce pressures facing our sector is the additional ECT requirement in 2020. We were relieved to be able to notify members in October 2018 that the suitably qualified person includes “working towards” qualification and their inclusion in ratio. We continued our strong professional partnership with Qld DoE resulting in the “sector preparedness survey” that was influential in Education Council’s decision earlier this year to extend workforce transitional regulations, primarily affecting persons actively working towards their early childhood teacher qualification for another two years (January 2022).

Financial sustainability and independence are crucial for any organisation. Our foundation member, The Guild Group must receive special recognition as without their support we could not do what we do. Our early learning service members have decreased this year as a result of a larger provider of 69 services discontinuing their membership. Nevertheless, we have maintained more than 800 members, that is a commendable result recognising the successful outcomes achieved by ACA Qld.

Submissions are a result of a collective team effort and this year we have participated in teacher registration review, pre-budget and mid-year budget review, Australian National Audit Office (36 page CCS) review, NQF review, Optimising outcomes for children: A review of early childhood education funding and delivery arrangements in Queensland and CBA/ACA insights report.

CAECE has been one of our most significant highlights over the past year with improvements across the board including learner numbers, graduations, unit completions and revenue. We have been able to deliver an increase in non-accredited training including Understanding your responsibilities under the National Law & Regulations (over 100 participants), Understanding and exceeding the revised NQS (over 300 participants), Team Leader Skill Sets (over 130 participants) and QikKids free face to face workshops. ACA Qld committee in an effort of continual improvement undertook responsibilities, practices and fiducial responsibilities training. This was a great opportunity to recognise what was being done well so that it may be continued to refine practices.

Early Childhood Educators' Day, created by ACA Qld 8 years ago, is a real credit to Qld, that is flourishing and recognised across the country. ACA Qld National conference continues to grow, planning for 2020 has already commenced (our earliest preparation ever) and our super early bird discount has been extremely well received.

Thank you for your support of each other, the association and for allowing me to continue to represent you.

**BRENT STOKES**  
GENERAL MANAGER

ACA Qld

# CAECE RTO MANAGER'S REPORT

VICKI SHEARER



CAECE was primarily developed by Australian Childcare Alliance Queensland to improve quality outcomes for learners and early learning services in the early childhood education and care sector.

The last financial year CAECE has experienced a significant improvement in results. Learner numbers have increased by 15% (47) from 309 to 356 while achieving 71 graduations. Our amazing team maintained the same number of Trainer & Assessors (5), three of whom remained consistent (Karla, Lainie and Sonja). We added to our existing compliance and administration team (Pauline .4 FTE) with an additional .3 FTE (Rick) as a result of CAECE's consistent focus on quality, compliance and holistic support. Unit completions significantly increased by 133% (2247) from 1678 to 3925 resulting in a growth in revenue, up 56%, modest expense increase of only 8.5% and therefore increased profit of 156% achieving financial sustainability and independence.

CAECE's push for high quality professional development was delivered in the below activities,

- Sasha Goodwin – Mandatory reporting
- In Safe Hands – Safe sleep and child protection
- National First Aid Training Institute - 001/004 First aid
- QUT – articulation agreement
- Understanding your responsibilities under the National Law & Regulations – over 100 participants in 4 sessions
- Understanding and exceeding the revised NQS – over 300 educators in 7 locations across the State
- Team Leader Skill Sets – a total of 132 learners offered across the state

As the new Training and Operations Manager for CAECE, this important role commenced with preparing CAECE well for our recent Pre-qualified Supplier (PQS) audit. I look forward to applying my knowledge and experience in the vocational education & training sector to maintain our ability to be a low risk provider of high risk qualifications.

VICKI SHEARER  
CAECE RTO MANAGER



ACA Qld

# TREASURER'S REPORT

DOUG BURNS



The audited Financial Statements for the financial year ended 30 June 2019 for both ACA Qld and CAECE are now available for your consideration and are tabled with the secretary.

Again this year, ACA Qld has met its share of expensive Industrial Relations costs. Over \$130,000 has been spent on the IEU / UB ERO / Work value cases in addition to advocacy at the Fair Work Commission for greater flexibility in the Children's Services Award for part-time educators as part of the 4-year modern award review. Other significant expenditure included proportional financial contributions to the ACA National body and training / seminars for members.

This year's conference at The Star attracted more delegates and sponsors than in 2018 with 1,234 in attendance. On many levels the conference was an enormous success and has received accolades from attendees, government officials and sponsors alike. The ACA Qld conference is clearly the premier early childhood conference in Australia. Members are reminded that educators are often happy to enter into salary sacrifice arrangements with their employers to attend at a concessional cost. Early learning centres benefit when a significant cohort of centre staff are able to attend. The management committee expresses thanks to delegates and associate members for contributing to the outstanding success of our annual conferences.

With 810 member centres and 67 Supporter Members, ACA Qld currently represents over 50% of all centre based, early learning (long day care) centres across Queensland. As such we are able to speak authoritatively to governments, legislators and industrial bodies with evidence-based research on behalf of our sector in Queensland. We encourage members to attend meetings and voice issues relevant to your centres so that we can advocate accurately on your behalf.

The Guild Group contributed \$332,882 in referral fees to ACA Qld's revenue in the 12-month 2019 financial period. This support from Guild is vital to the ongoing work and advocacy undertaken daily by ACA Qld.

The financial reports have been prepared this year by Peter Price & Associates and can be viewed in full by members at the ACA Qld office. Services provided by our accountants also include monthly financial reports, accounts payable and payroll.

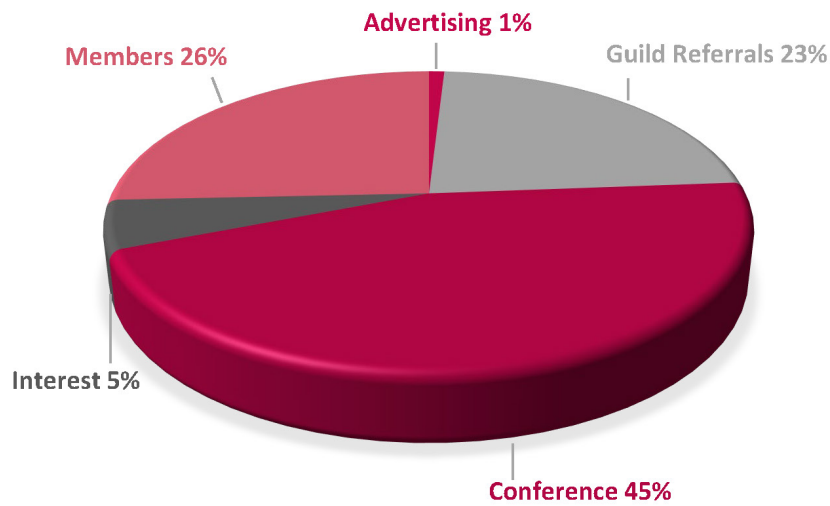
ACA Qld is in a strong financial position and is able to respond quickly to any issues across Queensland that could impact on the efficient delivery of Early Childhood Education and Care. The committee is ready to serve our members in whatever capacity is required and it has been a pleasure to represent you during the past financial year.

DOUG BURNS FCPA  
TREASURER

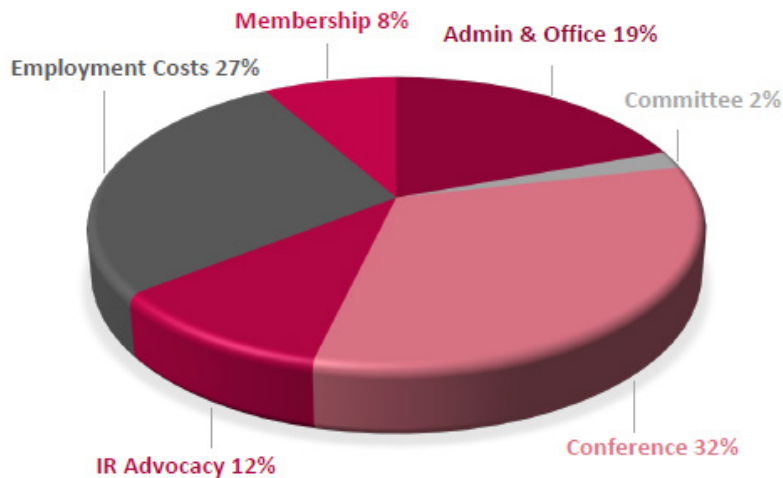
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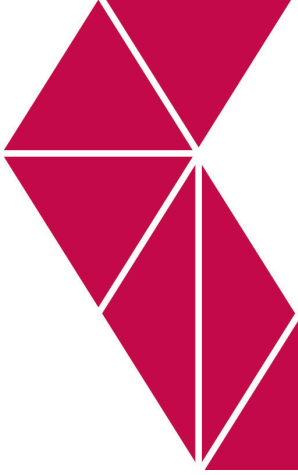
# ACA QLD AND CAECE FINANCIAL REPORT 2019

## ACA Qld INCOME 2019 FY

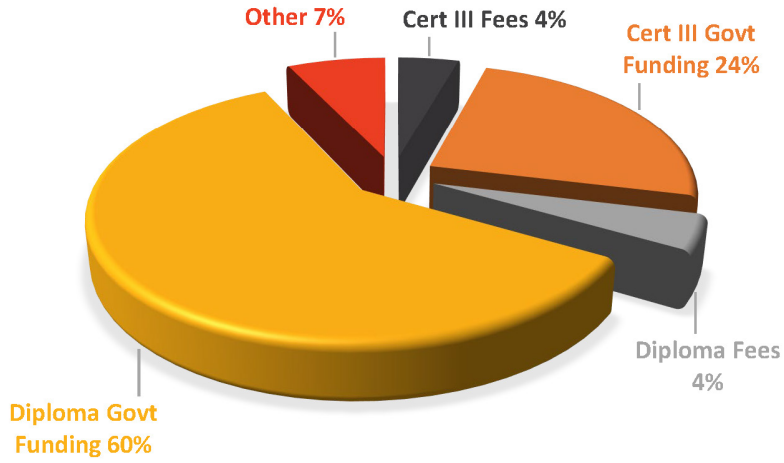


## ACA Qld EXPENSES 2019 FY

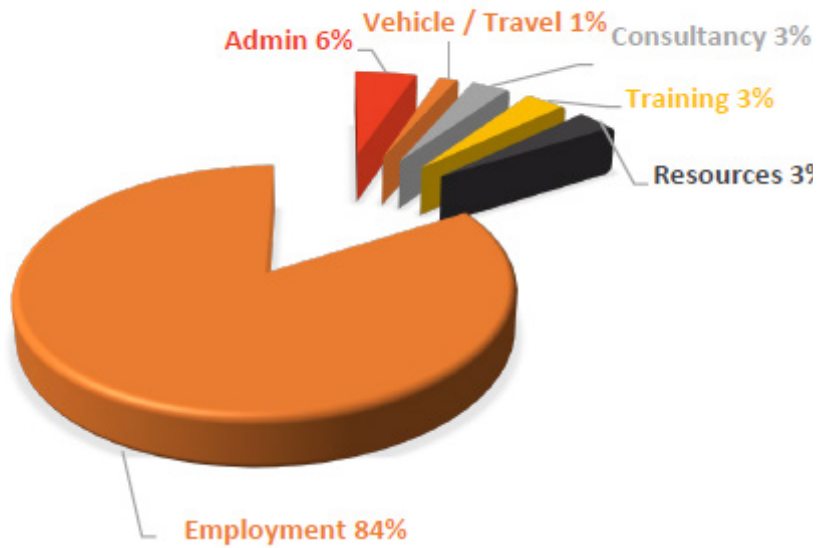




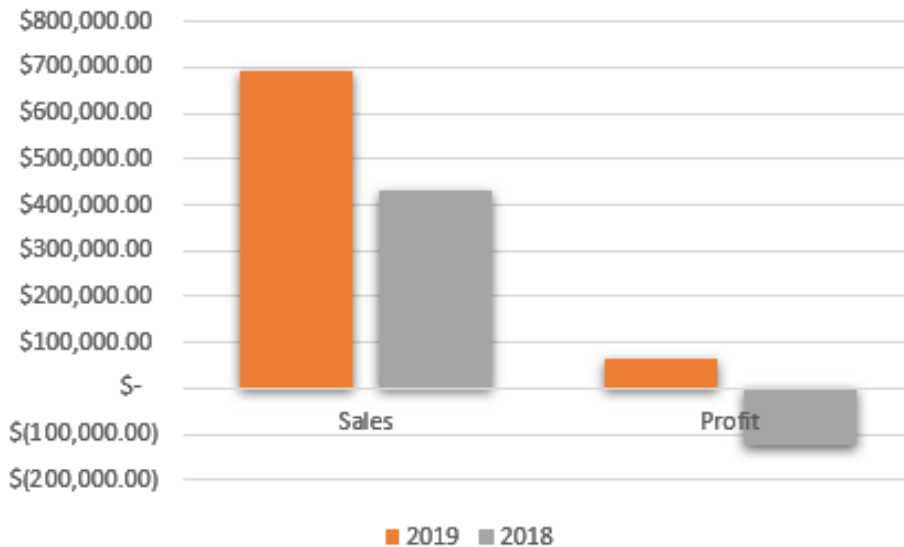
### CAECE INCOME 2019 FY



### CAECE EXPENSES 2019 FY



### CAECE 2018 / 2019 Comparison



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## 2018 - 2019 COMMITTEE MEMBERS



MAJELLA FITZSIMMONS  
PRESIDENT



JAE FRASER  
VICE-PRESIDENT



DEBRA NORTH  
SECRETARY



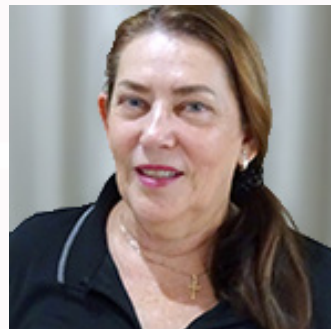
DOUG BURNS  
TREASURER



KERRIE LADA  
COMMITTEE MEMBER



ROSA MCDONALD  
COMMITTEE MEMBER



LINDA DAVIES  
COMMITTEE MEMBER



LOUISE THOMAS  
COMMITTEE MEMBER



NICOLE FOWLER  
COMMITTEE MEMBER



KATY PATON  
COMMITTEE MEMBER



PAM MACLEAN  
COMMITTEE MEMBER



BRENT STOKES  
COMMITTEE MEMBER



