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PERMANENT RELIEF MODEL

THE AIM

To identify and invite participation of childcare services that would experience benefit from accessing relief staff that knew their business, were reliable, received on-going support and training and were affordable.

THE MODEL

The model would involve CSSU employing relief staff on a permanent basis based on the needs of participating childcare services. See Table 1. Permanent Relief Staff [PRS] would be provided ongoing training, professional development and performance management. PRS would be expected to provide relief services 42 weeks of the year. Generic training and professional development strategies would be identified for PRS and individual training based on performance appraisals. An example:

Training

Professional Boundaries	1 day
Strength Based Approaches	2 days
Brain Development – age appropriate interactions	3 days
Writing and delivering programs	2 days
Systems/process training	2 days
	2 weeks

Professional Development

Facilitated peer support meetings	2hrs/fort = 1 week + 1 day
Management supervision	1.25 hr/month = 2 days
Program Development	2 days

CSSU currently utilises a permanent relief model in our Karratha services. Participating services can book relief staff through our website. The challenge has been in attracting staff with the right qualifications and experience as is the case for most rural and remote services. Otherwise the model has proven very successful.

The Challenge

Existing relief childcare workers are sourced from employment agencies. Other than an initial induction the staff contracted to provide relief do not receive ongoing training and professional development. This model does not allow for quality care given the relief worker generally has no relationship with the children or the service. The industry reports that it does not meet their needs. CSSU has evaluated the cost of providing PRS to the industry to ensure adequate training and performance management. The proposed PRS model [Table 2] rate is \$1.00 less than the lowest fee charged by employment agencies in the industry. Additionally the PRS are expected to have direct contact time of 42 weeks a year. The remaining 10 weeks are to meet leave requirements of a permanent employee and to provide time to undertake professional development and performance management. This model results in a deficit of approximately 30% to ensure a quality service. See Table 1.

TABLE 1

A 60 place childcare centre would require 1.1FTE – 2FTE in casual staff.

Age Group 60 Place Centre	Current Places Licensed	Qualified Staff Required	Unqualified Staff Required	Relief Staff Required [Hours/FTE]	
				Qualified	Unqualified
Coordinator					
0-2 years	20	2	3	300 + 75	450 + 112.5
2-3 years	20	1	3	150 + 37.5	450 + 112.5
3-5 years	20	1	1	150 + 37.5	150 + 37.5
Total		4	7	600 + 150	1050 + 262.5
Total Hrs/Yr				750	1312.5
Total Hrs/Wk				15hrs/wk	25hrs/wk
Relief FTE/Wk				0.4	0.7
Total Relief				1.1	

TABLE 2

Unqualified Childcare Worker	\$1 cheaper than cheapest Rates /Hr	Casual Hourly Rate	Plus 30% Wage On Costs	Plus 30% General On Costs & Admin	Total Cost per Hour	Income 42 weeks	Cost 52 weeks	Profit or Loss	Loss per hour
Step 1	29.00	17.85	5.36	6.93	30.14	45675	58773	-13098	-6.71
Step 2	30.00	18.49	5.55	7.21	31.25	47250	60938	-13688	-7.02
Step 3	31.00	19.10	5.73	7.45	32.28	48825	62946	-14121	-7.24
Step 4	32.00	19.10	5.73	7.45	32.28	50400	62946	-12546	-6.43
Qualified Childcare Worker									
Step 1A	33.00	21.68	6.50	8.40	36.58	51975	71331	-19356	-9.93
Step 1B	33.50	22.01	6.60	8.58	37.19	52763	72521	-19758	-10.13
Step 2	34.00	22.34	6.70	8.71	37.75	53550	73613	-20063	-10.29
Step 3	36.00	22.34	6.70	8.71	37.75	56700	73613	-16913	-8.67
Step 4	38.00	22.34	6.70	8.71	37.75	59850	73613	-13763	-7.06

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