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Thanks for Opportunity to respond to this.

I have been a childcare operator / employer now for 18 years and myself and most colleagues in the industry are completely overwhelmed with the direction of this industry. Referring to the new NQF, we are all amazed at how little importance the government is putting on the concept of actually "**just being** with the children". This concept no longer exists, and it is such a pity because this is what the children and Families want. It really is something simple being turned into rocket science and run by the overeducated.

We are all well aware of the requirement to gain input from families. However it is a well known fact that this is extremely difficult to do. The Reason.....families simply want to collect their child and be assured they have simply has a fun play day. We all know that children learn through play. Why is this no Longer enough?

Why are we being transformed into a rocket science industry?

The workload is extraordinary and staff are completely overwhelmed and many are simply not enjoying their careers any longer. I have heard the comments that if staff are not interested in adhering and being guided by the new standards then they should leave. This is quite amazing because we have employed some of the Most beautiful amazing carers over the years, who are not intellectuals but simply love children. What a shame for them. Great carers being pushed out of the industry many have been in for so long.

With the above in mind, we do not need the added pressure of becoming a unionized industry. We are a unique industry. Our services are open for 10-12 Hrs Per day and yet staff are on a 38 week because even if they want more hours, they are denied because fairwork commission insists on huge penalties which are outrageous.

The early Years Quality fund is a ridiculous concept which needs to be torn up. But please review the IR of childcare.

Yours Sincerely  
Sharon