



To Whom it May Concern

Instead of raising the quality of Early Childhood this initiative has placed an increased administrative burden on child care centres. In addition to the already high level of administration placed on centres by the NQF, for the next month I will be focusing on learning how to write Enterprise Bargaining Agreements and working out how to maintain the wage increases for staff in 2015.

More importantly I am concerned for my staff and myself as the Director that once the extremely short term funding period finishes I have three choices:

1. Increase my fees to ridiculous levels to continue to pay staff the increased wage - lose families and have to reduce the number of staff I can employ.
2. Expect staff to go back to pre-Quality Fund rates of pay and reduce their expected earnings.
3. Accept that staff will be unsettled (and justifiably disheartened) and look elsewhere for higher wages or more likely leave the sector due to the disturbance this fund is potentially creating.

Like most centre Directors I want the capacity to pay staff more while keeping fees reasonable. This quality fund is divisive, short sighted and fraught with difficulties helping me to achieve none of these goals and having a **hugely detrimental effect** on quality across the sector.

Please wait before passing this initiative and think it through - please don't make our job harder!

Yours sincerely
Nerrilee Lysaght
Director
Adventures Preschool and Long Day Care